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ABSTRACT

This is a structured interview study of a 20% random sample consisting of 148 clients interviewed a year after leaving a rehabilitation center vocational program. Employment outcome is related to age, marital status, impairments, education, race, social class, program completion, attendance and punctuality. Clients' occupational distribution in the work force and a data-people-things analysis of positions held are presented. Numerous other data are described: (1) client job hunting methods; (2) job satisfaction; (3) reasons for leaving employment; (4) living arrangements; (5) sources of income; (6) support and dependency patterns; and (7) avocational participation and evaluation of rehabilitation services. A quantitative summary of 76 followup studies is included, as are tables and an extensive bibliography. (Author/TL)

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EMPLOYMENT AND OTHER OUTCOMES AFTER A VOCATIONAL PROGRAM IN A REHABILITATION CENTER

Number 11 June 1971

CURATIVE WORKSHOP OF MILWAUKEE
UNIVERSITY OF WISCONSIN

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8. Paid Domestic Work for the Trainable Retarded Girl: A Pilot Project, Robert P. Overs, Ph.D., Elizabeth Holmes and Diane McFatridge
This reports the results of brief training of four mentally retarded adolescent girls in household tasks. It compared observed performance with measured intelligence. It includes a job task breakdown and safety skills check list for each of 12 household tasks. There is also an extensive review of the literature and annotated bibliography relevant to the education, training and placement of retarded individuals at the trainable level. 105 pp. + biblio., author and subject index.

9. Rehabilitation and the Disadvantaged: Annotated Bibliography, 1968-1970, Ann B. Trotter, Ph.D., John T. Dunn, Joav Gozali, Ph.D.

Prepared for the use of rehabilitation counselors, students and other rehabilitation personnel. Includes selections on the general background of many of the disadvantaged, the nature of the counseling relationship involving a person from a disadvantaged or culturally different background, rehabilitation efforts to employ and train the disadvantaged client and attitudes of disadvantaged youth and education of the disadvantaged. 83 annotations, 44 pp. + author index and subject index.

10. A Prevocational and Social Adjustment Program for Educable Retarded Adolescents: A Pilot Project, Vernon Beedy, Barbara Book, Diane McFatridge, and Katherine Novak.

Reports on a two-month vocational orientation and training program for 11 educable retarded adolescents, aged 16-20. The vocational orientation included 11 vocational films and 12 vocational tours. Changes in clients' expressed vocational interests and vocational placement outcome are reported. Program also included vocationally related remedial education and maximum parental involvement, via social worker home visits. 45 pp + bibliography, lists of films and instructional materials used, author and subject indexes.

11. Employment and Other Outcomes After a Vocational Program in a Rehabilitation Center, Robert P. Overs, Ph. D.

This is a structured interview study of a 20% random sample consisting of 148 clients interviewed a year after leaving a rehabilitation center vocational program. Relates employment outcome to age, marital status, impairments, education, race, social class, program completion, attendance and punctuality.

Gives clients' occupational distribution in the work force and data-people-things analysis of positions held. Describes client job hunting methods, job satisfaction, reasons for leaving employment, living arrangements, sources of income, support and dependency patterns, avocational participation and evaluation of rehabilitation experiences.

Includes quantitive summary of 76 followup studies completed between 1957 and 1970.

154 pages with 85 page narrative, 10 page summary with implications, 77 tables, 118 item bibliography, 35 page appendix, author, subject and RSA project number indexes.

EMPLOYMENT AND OTHER OUTCOMES AFTER A VOCATIONAL PROGRAM IN A REHABILITATION CENTER

Robert P. Overs, Ph.D.

June, 1971

Research Department

CURATIVE WORKSHOP OF MILWAUKEE

in cooperation with the

JUNIOR LEAGUE OF MILWAUKEE

and the

WISCONSIN DIVISION OF VOCATIONAL REHABILITATION

The MILWAUKEE MEDIA FOR REHABILITATION REPORTS is designed to make available rehabilitation research information which is not easily disseminated through the usual publication channels. Some of these reports will be concerned with methodological notes and techniques which are too specific in interest to appear in regular journal publications.

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A third type of material to be published will be studies geographically related to Milwaukee and Wisconsin which, while important to that area, may have limited significance in other parts of the country.

This report, "Employment and Other Outcomes after a Vocational Program in a Rehabilitation Center," which is number 11 in the series, resulted from an investigation which was supported in part by Facilities Improvement Grant, DRF F16-282-9, from the Wisconsin Division of Vocational Rehabilitation, supplemented by a grant from the Junior League of Milwaukee. Because of this support it is possible to disseminate this report free of charge.

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SUMMARY

EMPLOYMENT AND OTHER OUTCOMES AFTER A VOCATIONAL PROGRAM IN A REHABILITATION CENTER*

Robert P. Overs, Ph.D.

A structured interview study was made of a 20.9% random sample of 148 clients selected from a client population of 708 who had been in the Curative Workshop's Vocational Rehabilitation Program during an 18 month period in 1967 and 1968. An interval of at least a year had elapsed since they had completed or dropped out of the program. The vocational program consisted of a three week occupational evaluation program, a six month work adjustment training program and a vocational training program of about seven months duration, with 13 vocational training course options.

The emphasis in this study was on the clients' employment achievements, how they had gone about securing jobs, their evaluation of the agency program, their sources of financial support, their avocational activities, the structure of their family relationships, and their living arrangements. The study was undertaken as a part of a facility improvement program to secure empirical data for decision making about service program policies.

In addition to the data from the field study, a quantitative summary of 76 reported followup studies between 1957 and 1970 is presented in Chapter 4.

The Curative Workshop of Milwaukee is a multi-discipline private rehabilitation agency which, in 1968, served over 4,360 different patients in over 124,678 patient visits. There was a professional staff of 175 full time and part time workers.

Summary and implication sections have been included at the end of each chapter to summarize and offer interpretation of the material in that chapter.

This general summary reports the more significant findings selected from the chapter summaries and uses a two column summary and implications format to more closely relate data to implications. Implications are judgements made by the author for which he is solely responsible.

This project was supported in part by a Facility Improvement Project grant from the Rehabilitation Services Administration through the Wisconsin Division of Vocational Rehabilitation with supplemental funding from the Junior League of Milwaukee.

*Milwaukee Media for Rehabilitation Research Reports, Number 11, June, 1971

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SUMMARY AND IMPLICATIONS

Summary	Implications
Client Job Hunting Procedures	
Eight (6.9%) of currently employed clients had cold canvassed for jobs. The remainder knew a job was available. Only four applied by telephone and one by letter; the remainder went in person.	For this group jobs have primarily been secured by applying in person for a job known to be available. We do not know how many additional jobs could have been secured by more cold canvassing, in person, by telephone and by letter.
The pattern of those with more than one post rehab. job was essentially the same.	Having secured more than one post rehab. job is not attributable to different methods of contacting the employer.
In ways of finding out about job openings, the currently employed used newspaper ads (25%) information from friends etc. (16.7%). Placement efforts of Curative Workshop (15.7%), DVR (6.5%) and WSES (6.5%) were relatively important with this group.	Of the currently employed clients, 28% have secured their jobs through the combined efforts of Curative Workshop, DVR and WSES suggesting that these placement services are effective in placing clients in jobs in which they will be found one year later.
Client Occupational Status	
49.3% of clients were currently employed. Of these 51.6% of the men and 45.6% of the women were employed. 6.1% of the total were in training including school. Thus a total of 44.6% unemployed remained.	Since clients enter a vocational rehabilitation program because of lack of employability, a successful occupational status for over half seems a reasonable achievement. Since these clients began the vocational rehabilitation program at a time of high local employment, it is probable that all who were employable and placeable would have been working.
Local unemployment rate was 3.4% at beginning of interviewing and 4.1% at end of interviewing.	However, the beginning of the recession likely had an impact on the client rate of employment.
7% of the clients had worked in sheltered employment; 2% in both competitive and sheltered.	Sheltered employment has a small but useful place in vocational rehabilitation.
Three-fourth's of the clients had worked at some time since leaving the Curative Workshop vocational rehabilitation program.	The 24.3% who have not worked since participating in the vocational rehabilitation program contain some for whom screening to determine whether or not they could be trained for employment was the only function of the vocational program. These should not be debited against the success rate of the total group.

Summary	Implications
Client Occupational Status (Continued)	
Many of the employed clients held more than one job sequentially after leaving the vocational rehabilitation program.	Learning how to secure jobs and receiving effieient placement help is a very important part of the vocational rehabilitation process.
Among those who have never worked since rehabilitation, about one-third are in the mentally ill group. One-fourth are in a cardiac-circulatory disease group. The four clients who have never worked either before or after vocational appraisal and/or vocational rehabilitation are women.	It is easier to identify the impairment groupings which cannot work than those which can work. The non-work role is still more acceptable for women than men.
The point biserial correlation between the employed post rehabilitation but not now group and the no post rehabilitation employment group with age as the variable is -.45.	Age increases placeability problems.
The point biserial correlation between the currently employed and the employed post rehabilitation but not now is .02.	Age is not a factor in whether employment is retained.
49% of the white clients as against 47% of the Negro clients are employed.	There is no overt evidence of discrimination on the basis of race among this particular group of clients.
Three-fourth's of the jobs secured were full time and only one was on a shift other than the first shift.	The placement department is doing selective placement by placing clients in substantial jobs, not just the most available jobs and/or the clients themselves are seeking and finding such jobs.
Less than 3% of the clients were paid on a piece work or commision basis.	It is not necessary to inform clients about incentive plans in the job orientation training. The use of piece work in the Work Adjustment program is not realistically related to the type of payment clients will receive in industry.
Client hourly wages ranged from $0.12 through $5.85. Mean was $2.11. This compares with a mean of $1.92 found in the Followup-81 (Oct.,1968) study and a mean of $2.00 found in the Annual Report of the Curative Workshop Training Service Grant Program report, May, 1969.	Clients' wages are increasing with the general rise in the wage structure.

Summary	Implications
Client Occupational Status (Continued)	
Most frequently obtained jobs were: janitor-12; clerk-typist-7; welder-6; nurse's aide-6; file clerk-5; and dishwasher-5.	This is a reasonably wide distribution. Clients are not being funneled into a limited number of job choices.
Using the Dictionary of Occupational Title's Data-People-Things analysis, we find that one-fourth of the jobs involved compiling, about one-tenth speaking-signalling, and another one-tenth involved serving. 17.5% involved manipulating and 20.8% handling.	There are discernable trends in the job tasks which clients perform irrespective of positions held. Job sample tasks should be revised to increase evaluation of ability to perform these task elements. Work Adjustment and Vocational Training should be revised to train for these task elements.
Extent of Program Completion and Employment Outcome	
All but 3 of 114 clients completed the Occupational Evaluation Laboratory.	Clients are being made to feel comfortable enough to enable them to withstand the anxiety of being evaluated.
Almost three-fourth's of currently employed clients completed Work Adjustment Program. 16.7% left for good reason. 11.1% dropped.	Completing the Work Adjustment Program appears to be a good predictor of getting and holding employment.
Of currently employed, 12 completed Vocational Training, 7 left for good reason, and only 1 dropped.	Completing Vocational Training or having a good reason for leaving appears to be an excellent predictor of getting and holding employment.

Summary	Implications
Attendance Record and Employment Outcome	
No significant difference in attendance between the currently employed and the no post-rehab. employment group. (χ^2 = .01).	Good attendance in the Occupational Evaluational Laboratory is not a predictor of getting and holding employment.
Punctuality Record and Employment Outcome	
93.3% of those who had been through Occupational Evaluation Laboratory but had had no post-rehab. employment, had an excellent or good punctuality record.	A good punctuality record in the Occupational Evaluation Laboratory is not necessarily a predictor of future employment.
Of clients with fair/poor punctuality, over one-third had post-rehab. employment, but are not currently employed. Only one-fifth of those with excellent/good punctuality records had this employment-to-no-employment pattern.	Poor punctuality in the Occupational Evaluation Laboratory may predict loss of employment. Further study is needed.
In the Work Adjustment Program of currently employed, almost three-fourth's had excellent/good punctuality; a little over one-fourth had poor/fair punctuality. 71.4% with no post-rehab. employment had excellent/good punctuality.	Good punctuality is a necessary but not sufficient factor in holding employment. It is easier to predict lack of employment from poor punctuality than it is to predict securing employment from good attendance.
Job Satisfaction	
The job satisfaction question "Is your family satisfied for you to work at this job?" had a significant relationship with eight of the other nine questions.	This question could be used on a post-card questionnaire followup to tap the broadest dimension of job satisfaction within the structure of the ten questions asked. It also documents the urgency of involving the family in the vocational rehabilitation planning.
Clients liked best fellow-workers (88.7%), company (83.6%) and supervisor (78.6%) in that order.	This is close to the median job satisfaction figure of 87% reported for many studies over recent years.

Summary	Implications
Reasons for Leaving Employment	
About 1/10 of the clients were discharged for medical reasons.	This is attributable to the many impairments of this client group.
About 1/4 were fired.	Documents the need for follow through counseling to help in job adjustment.
About 14% were layed off.	Suggests that economic events were a less crucial factor than clients' adjustment.
Almost three times as many discharged for medical reasons held only one job rather than two or more jobs.	Discharge for medical reasons is more occupationally disasterous than discharges for other reasons. Further comprehensive rehabilitation is probably indicated in these cases.
Avocational Participation	
Currently employed clients belong to 81 organizations compared with the clients with no post rehabilitation employment who belong to only 19. ($\chi^2 = 9.14$ Sig. = .01)	This may be interpreted in several ways. For vocational rehabilitation purposes the usefulness of belonging to organizations as a way to secure job contacts is an idea that might be incorporated in the job orientation training.
The ten most chosen avocational activities are: Reading - literature appreciation TV watching Religious organizations Radio listening Music appreciation Team sports Individual non-com. sports Interlacing crafts Fishing, trapping Social organizations	In general passive activities are chosen more frequently than active activities.
In comparing the choices of the currently employed with the no post rehab. employment group we find that the number of choices made by the employed group exceeded that of the unemployed in every category. In music appreciation the difference reached the .02 level of significance.	The employed group tend to also be more active in avocational activities. Activity programs for the unemployed disabled may help retain employment.

Summary	Implications
Clients' Evaluation of Rehabilitation Experience	
Nine unstructured questions asked last during the interview inquired into the clients' reaction to the occupational program at Curative Workshop.	
Clients tended to select as the most important person, staff members with whom they had the most contact, with vocational training instructors most frequently chosen.	This is evidence that staff members are performing their leadership roles adequately.
When asked to chose from among 12 roles, the one which the most important person was occupying, clients chose friend 55% of the time, teacher 29.8%, boss 4.0% and policeman 0.8%.	With a few exceptions staff members are perceived by clients as occupying appropriate roles. They are approachable and not authoritarian.
Additional client choices were: mother 3.2% and father 1.6%.	This reflects a minimum of client overdependency on staff members.
Clients tended to select their immediate supervisor (73.7% of the time) as the most important person in any job held after leaving Curative.	This documents the crucial importance of selective placement under a suitable supervisor after leaving Curative Workshop.
They named a coworker 13.2% of the time.	This documents the desirability of training the clients in how to get along with fellow workers.
They named people not involved in the work 7.9% of the time.	This indicates that a follow through counselor may play an important role without being involved directly in the work scene.
Clients reported on the most and least important activities and the best and worst experiences at Curative and responses were categorized empirically. There was marked disagreement among clients as to which activities were important. As an example, mechanical and electrical activities were rated most important by one-fifth of the clients and least important by another one-fifth.	What each client believes important should be found out when he first comes to Curative Workshop. It is a waste of time for him to participate in activities he considers unimportant.

Summary	Implications

Clients' Evaluation of Rehabilitation Experiences: Continued

Interpersonal relations headed the list of both good and bad experiences. The best experience for 28 clients (29.5%) was in interpersonal relations; the worst experience for 11 clients (22.9%) was also in interpersonal relations.	This is a crucial area which should be of constant concern to the staff. Every activity should be analyzed with respect to its interpersonal relations impact. Above all else, Curative Workshop should be a happy place.
The interpersonal relations theme again took top position in clients' concerns as reflected in their opinions as to what is lacking (29.3%) and what they would like to see changed (28.8%).	Warmth, wmpathy and a therapeutic milieu are the most important tools available to a staff to implement the rehabilitation process.

Client Characteristics

Impairments

45.2% have physical impairments; 43.2% have emotional disturbances; 9.4% are mentally retarded.	This mixed client load reflects the diversity and multidisciplinary character of the Agency. Recent observatinns in the Self-Help and Development Program of the Agency (an activities rather than an occupational program) suggests that clients with different types of disabilities can be very helpful to each other.

Educational Level

Median school years completed is 11 years. This is comparable to the general population of Milwaukee County.	The clients as a group are not overtly handicapped educationally. Changing the kind of education offered in public and private schools to help future potential clients avoid mental illness is more important than the number of years they are kept in school.

Race

A slightly higher percent of Negroes than whites than occurs in the SMSA are served by the Agency.	Since Negroes are more disadvantaged occupationally than whites, the number of Negroes served should be substantially greater than the number of whites served.

Summary	Implications

Client Characteristics (Continued)

Client Families

148 clients had 62 spouses and 246 children, for a total of 456 people directly affected by the vocational rehabilitation program. Adding 114 grandchildren = 570 directly or indirectly affected. This is at the rate of 3.85 persons per client. Applying this ratio to the target population of 708 clients from which our sample of 148 was drawn we estimate that 2,727 persons were affected directly or indirectly by the Curative Workshop Vocational Rehabilitation Program over an 18 month period.	To the extent that the program reaches its goal of returning clients to employment, it contributes to the welfare of a substantial number of people and justifies the governmental and local financial support which it has received. The degree of interaction with clients is described in Chapter 3; the occupational outcome in Chapter 5 and the clients evaluation of the program in Chapter 10.

Client Living Arrangements

36% of clients lived with mothers; 39% lived with spouses; 34% had children in the household. There were on the average 2 other people in the household. Only 10 clients were not living with families. 93.2% of the clients had a family or family type relationship in their living arrangements.	The problem of rootlessness or alienation which we had anticipated is not reflected by the data. For better or worse, most clients are tied into a family living style of life.

Client Support and Dependency

Clients support a total of 72 individuals and in turn are supported by 54 individuals.	As a group attribute, dependency is an interacting process with dependency working both ways.

Client Financial Resources

67 clients had average earnings of $86 a week for a total yearly income aggregating about $300,000.	To the extent attributable to the Curative Workshop Vocational Rehabilitation program this is an excellent cost—benefit pay off.
Income recieved from public sources is relatively low compared with earned job income and family support.	The "sick role" is not a financially lucrative one for these clients.

Summary	Implications
Transportation	
47.3% of the clients hold Wisconsin Driver's licenses.	
There is a significant relationship between being currently employed and holding a driver's license.	The job orientation program should include information on how to obtain a Wisconsin Driver's license. Helping clients enroll in driver education courses and, if necessary, paying for these courses, would be a logical extension of the vocational rehabilitation program.
Program Participation and Age	
Median age of Occupational Evaluation Laboratory only clients was 42, compared to median age 28 for the other clients.	Probably attributable to affect of the Social Security Disability claimants referred for screening for employability and who are generally older.
There were over two-and-a-half times as many clients 45 years or older among the Occupational Evaluation Laboratory only group.	Probably lowers the percentage of clients among our sample who found employment. This will be discussed in Chapters 4 and 5.
A Review of Other Followup Studies	
Seventy-four followup studies have studied 26,549 subjects. The mean number of subjects is 358.8; the median is 125.	A great deal of followup work has been done. However, little effort has gone into identifying, consolidating and disseminating the information because much of it is reported as a supplemental part of larger studies.
Average per cent of clients found employed upon followup for 72 studies is 61.2% with 5.9% in training. In our current study we found 49.3% employed and 6.1% in training	Our clients have about an 11% lower rate of employment than the average. Outcome comparisons are of only limited value because of the many variables involved.
In 37 projects, the non-variable length of time before subjects were followed up ranged from one month through seven years. In 19 studies in which time to follow up was variable, it ranged from one month through ten years.	Some methodological study of and agreement on optimum followup time would be desirable.

FORWARD AND ACKNOWLEDGEMENTS

This followup study is a part of a Facility Improvement Project funded by the Rehabilitation Services Administration through the Wisconsin Division of Vocational Rehabilitation with supplemental funding from the Junior League of Milwaukee. Other phases of the project were the development of a better medical records control system in the Agency and the development of basic tools, techniques and procedures for the establishment of a followup program of services after clients have left the Agency.

It was intended that the results of this present report be used by the staff of the Vocational Rehabilitation Service departments within the Agency to examine the outcomes of their operations and to suggest strengths, weaknesses and possible changes needed.

An Advisory Committee met regularly and was comprised of the following:

Vernon Beedy, Coordinator, Social Psych. and Vocational Services
James Brock, Coordinator, Milwaukee Rehabilitation Center Facility
Harold E. Cook, M.D., Medical Director
Martin Eft, Supervisor, Rehabilitation Facilities Bureau, Wisconsin Division of Vocational Rehabilitation
Merlin Ekern, Project Coordinator and Supervisor of the follow through counseling service
William Humphrey, Coordinator of the Kiwanis Children's Center
Mrs. Roy W. Johnson, Chairman of Volunteers, Curative Workshop Followup Project
Mrs. Bradford Johnston, Vice President, Junior League of Milwaukee
Mrs. A. James Mueller, Junior League Representative
Robert P. Overs, Ph.D., Project Director
Miss Maxine Schuldt, Coordinator, Physical Restoration Services

T.S. Allegrezza, Executive Director of the Curative Workshop, gave overall direction to the project. The Division of Vocational Rehabilitation grant was under the supervision of John H. Biddick, Director of the Rehabilitation Facilities Bureau.

Principal interviewer was James Callan. Other interviewers were Terence Fagan, Mrs. Roy W. Johnson, Mrs. Deborah Murphy, Mrs. Leland Olson, Robert P. Overs, Ph.D., Mrs. Steven Taylor, and Thomas Wall.

Programming supervision and computer services were provided by Alfred A. Rimm, Ph.D., Assoc. Prof., Department of Biostatistics, Medical College of Wisconsin, and Mrs. Barbara Van Yserloo, Systems & Research Analyst. Programmers were Anthony Bochna, Michael Santovec, and David Wiemer. Research Clerks and Research Secretaries were John Daly, Mary Beth Harper, Barbara Olszewski, Randy Thomas, Angela Varela, and Mary Zolnowski.

Members of the Curative Workshop Vocational Rehabilitation Program staff were extremely helpful in reviewing the interview schedule, reporting on client placement experiences, and reviewing some of the data.

We are appreciative of the clients' cooperation in being interviewed.

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CHAPTER 1

INTRODUCTION

A structured interview study was made of a random sample of 148 clients selected from a client population of 708 who had been in the Curative Workshop's vocational rehabilitation program during an 18 month period in 1967 and 1968. An interval of at least a year had elapsed since they had completed or dropped out of the program.

The emphasis in this study was on their employment achievements, how they had gone about securing jobs, their evaluation of the agency program, their sources of financial support, their avocational activities, the structure of their family relationships, and their living arrangements. The study was undertaken as a part of a facility improvement program to secure empirical data for decision making about service program policies.

The Agency Setting

The Curative Workshop of Milwaukee is a multi-discipline private rehabilitation agency which, in 1968, served over 4,360 different patients in over 124,678 patient visits. There was a professional staff of 175 full time and part time workers. The vocational rehabilitation program, which is only one of several major programs in the agency, includes occupational evaluation, work adjustment training, vocational skills training, a sheltered shop and specialized placement.

The 3 week occupational evaluation program is designed to offer a vocational appraisal of clients for whom appraisal by means of the usual pencil and paper interest, aptitude, and ability tests is inappropriate. The types of clients served are described in the chapter entitled "Client Characteristics."

The evaluation process consists of easy paper work, manual, and manipulative tasks by which the abilities and various other attributes of the clients may be measured. These other attributes include dependability, attitude toward work, work tolerance, and ability to get along with supervisors or peers. The overall performance for a 3 week period is highly useful in suggesting the type and level of work in which the client might be successful, and in assessing his readiness for competitive employment or vocational skill training.

After occupational evaluation, clients may be recommended for direct placement, further schooling, vocational skill training either within the agency or elsewhere, work adjustment training, sheltered shop, or diagnosed as unemployable.

In the work adjustment training program, clients typically stay approximately six months, work on sorting, collating and similar unskilled tasks secured under contract with industries. The clients receive a small wage for this work. Meanwhile, they are closely supervised by work adjustment counselors with a retio of 1 counselor to 25 clients. Counselors attempt to improve work habit patterns such as attendance, punctuality, perseverance, speed, accuracy, accepting supervision and getting along with co-workers.

The vocational skill training is comprised of standard vocational training programs in clerical, drafting, janitorial, kitchen helper, litho-photography, lunch room attendant, machine operator, printing, short order fry cook, small engine repair, stripper, vari-type, and welding fields.

In the sheltered shop, clients are trained to meet competitive standards in machine shop and printing by increasing speed and accuracy beyond that reached in the vocational skill training courses. A few clients who meet competitive standards remain in the setting because of placability problems.

Specialized placements were made by two full time placement counselors who reviewed the client's record while in the agency vocational rehabilitation training program as a basis for appropriate placement referrals.

Procedure

Interviews using an interview schedule were carried out with clients who had been out in the community for at least one year after leaving the program. 148 clients were interviewed, which constituted a 20.9% sample randomly chosen from 708 clients who had been in the vocational training program during the 18 month period selected. Most of the interviews were conducted by a full time interviewer during a five month period, January through May 1970.

The clients varied in the amount of their participation. In addition to those who had had extensive vocational training, some had completed occupational evaluation only. Dropouts from all of the programs were included as well. In other words, this represents a cross section of all clients who had been enrolled in any phase of the vocational rehabilitation program for any length of time during the 18 month period selected.

The intent was to find out what happens to all of the clients, not just those who successfully completed the program. Previous studies both at this agency and elsewhere have established that vocational rehabilitation works well for those who complete the program. We are concerned at this point with the dropouts as well. Progress in improving programs will more likely result from understanding what happens to the dropouts. The detailed methodology followed in the sampling and interviewing procedures are presented in the Appendix.

Success Criteria: The major emphasis in this study has been on enumerating demographic variables to describe the attributes of this client group. The principal success criterion used is employment, an administrative act which is usually unambiguous. In Chapter 6 entitled "Job Satisfaction" and in Chapter 10, entitled "Clients' Evaluation of Rehabilitation Experience" client satisfaction is used as the success criterion.

A great deal of data has been compiled on the attributes of the clients as a group. Much of this merely documents what is obvious to experienced vocational rehabilitation workers. Occasionally there are surprises.

A research hypothesis approach would have added to the conceptual clarity of the study. However, the number of hypotheses required within which to fit this diversity of data would have been unworkable. Instead the emphasis was placed on collecting the greatest amount of relevant data within the mechanical limitations of the study.

Format: Where warranted key findings from the data have been telescoped into summary and implication sheets at the end of the chapters, as a take off point for staff members to initiate their analysis of the implications of the data for the operation of their own vocational programs.

We have tried to present this in a form which will help to bridge the gap between research findings and existing practices. In the left hand column entitled "Summary," we have recapitulated in brief summary form what appear to be the key points of the data collected and the statistical analysis of the data.

In the right hand column entitled "Implications," we have suggested what the data immediately adjacent in the left hand column imply. Although this method has its hazards, we believe that it is an effective way to point out what implications for current practices the findings from the research suggest. The drawing of implications from the data involves judgement, and the reader will not necessarily agree with the implications offered by the researcher.

We hope, however, that as a minimum it will stimulate the reader to draw from the data his own implications for his professional practices so that research data is pressed into use instead of pressed between two other research reports on a library shelf.

Topical Arrangement

Chapter 1, "Introduction," which you are in the midst of reading, tells you what the Agency is like and how we went about making the study. Chapter 2, "Client Characteristics,"describes the clients in perhaps more detail than is to be found in most followup studies. Chapter 3, "Program Participation," explains for how long and in what way the clients participated in the Agency vocational rehabilitation program. It also contains some material relating program participation to employment outcome. Chapter 4, "A Review of Other Followup Studies," is a small study in its own right since it summarizes data from 76 other studies. It is placed immediately before Chapter 5, "Occupational Status," so that the reader will have reviewed comparable data from other studies immediately before he examines occupational outcome data from our study. In Chapter 5 we have compared occupational outcome data with a number of client characteristic variables. Although client characteristics have been reported in other chapters, much of the comparison of the client characteristic variables with employment outcome has been placed in Chapter 5. Chapter 6, "Job Satisfaction," Chapter 7, "Reasons for Leaving Employment," and Chapter 8, "Job Hunting Procedures," are all phases of occupational adjustment and in a sense are extensions of Chapter 5. Chapter 9, "Avocational Participation," reports on what clients do with their time outside of work. Chapter 10, "Clients' Evaluation of Rehabilitation Experience," probably has the most interest and lessons for the Agency staff. The Appendix is more detailed and comprehensive than usual because one of the uses of this document is as an inservice training workbook for the staff.

CHAPTER 2

CLIENT CHARACTERISTICS

Age

The clients ranged in age from 17 through 68, with a mean age of 37 and a median age of 33. For the purpose of analysis the clients were divided into four career development stages.

About 7% were adolescents in the exploratory phase of their work career where the emphasis is on choosing an occupation with little knowledge of what is available or of one's own potentialities.

Twenty-two per cent were young adults in the process of establishing themselves in the world of work. Thirty-four per cent were adults concerned with establishing or re-establishing an occupational status at a time when other adults are merely maintaining theirs. Finally, 36% were re-entering the world of work at an age when decline in work potential for unskilled, semiskilled, and most service occupations occurs.

Table 1: Client Age Distribution

Life cycle stage	Age	N	%	Career development stage
Middle age	45 + over	54	36.5	Decline
Adult	25-44	51	34.5	Maintenance
Young adults	20-24	33	22.3	Establishment (crystallization, specification)
Adolescents	17-19	10	6.7	Exploratory (trial)
Total		148	100.0	

Age as related to program participation is shown in Table 24. Age as related to employment outcome is shown in Table 47.

Sex

Ninety-one (61.5%) of the clients were male and 57 (38.5%) were female. Data on employment outcome by sex is shown in Table 38.

Impairments

The rank order arrangement of the distribution of impairments among clients is presented in Table 2 below. Categories used are from the Rehabilitation Service Administration Classification System. The diagnoses are those made at the time of a physical examination conducted, in most cases, shortly after the client entered the agency program.

The named impairment is the primary impairment; many clients were multiply impaired. Psychotic disorders, or more appropriately psychosis in remission, headed the list, accounting for almost one-fifth of the sample. While only 15.5% of the clients were diagnosed as having psychoneurotic disorders as

their primary impairment, this was almost twice as many as the next highest impairment.

In terms of program management the 8.1% with "Other character, personality and behavior disorders" probably create disciplinary and supervisory problems out of all proportion to the size of the group. Data has not yet been collected to verify this empirically. The relationship of impairment to employment outcome is shown in Tables 45 and 46. A complete enumeration of the distribution of impairments among clients is given in Table A in the Appendix.

Table 2: Eight Most Common Impairments (in Rank Order)

Code	N	%	Type of impairment
500	27	18.2	Psychotic disorders
510	23	15.5	Psychoneurotic disorders
399	12	8.1	Accidents, injuries or poisonings involving impairment of back, spine, trunk, etc.
522	12	8.1	Other character, personality, and behavior disorders
530	11	7.4	Mental retardation, mild
332	5	3.3	Intracranial hemorrhage, embolism and thrombosis (stroke) involving one upper and one lower limb
390	5	3.3	Arthritis and rheumatism involving impairment of trunk, back, spine, etc.
642	4	2.7	Arteriosclerotic and degenerative heart disease

In Table 3 following, impairments have been divided into three major groupings: the physically impaired, the emotionally impaired, and the mentally impaired. Each group has distinctive characteristics in terms of problems presented and treatment required. The number of clients (45.2%) having a physical impairment slightly exceeds the number with an emotional disturbance (43.2%). Slightly less than 10% were mentally retarded.

Table 3: Summary of Impairments

	Codes	N	%
Physical	137-399; 610-689	67	45.2
Mental illness, emotional disturbances and related	500-522	64	43.2
Mental retardation	530-532	14	9.4

Client Educational Level

The clients have a mean educational level of 10.55 school years and a median of 11 school years completed. The mode is high school graduation. The client educational level is comparable to that of the general population of Milwaukee County. The median school years completed by Milwaukee County residents age 25 and over as reported in the 1960 census was 11. Males had a mean of 10.9, females 11.1 and non-whites 9.2.*

Almost half of the clients had completed high school and a little over 10% had had some college.

A fourth grade reading level is frequently regarded as conferring functional literacy. Accordingly we defined those with less than fourth grade completion as within an estimated non-literate level. This probably grossly underestimates the problem as some students fail to read at the grade level completed.

The reported grade level attainment of mentally retarded clients grossly overestimates their actual educational attainment.

As a group the clients are not overtly handicapped educationally in comparison with the general population.

Table 4: Client Educational Level

	Years of schooling	N	%	Cumulative % down	Cumulative % up
College	16	1	0.7	0.7	100.0
	15	2	1.4	2.1	99.3
10.6%	14	6	4.3	6.4	97.9
	13	6	4.3	10.6	93.6
High School	12	51	36.2	46.8	89.4
	11	10	7.1	53.9	53.2
67.4%	10	26	18.4	72.3	46.1
	9	8	5.7	78.0	27.7
Grade School	8	22	15.6	93.6	22.0
	7	3	2.1	95.7	6.4
20.6%	6	3	2.1	97.9	4.3
	5	1	0.7	98.6	2.1
Non-literate	4	0	0.0	98.6	1.4
level 1.4%	3	2	1.4	100.0	1.4
Total		141			

*
Division of Family Services, Department of Health and Social Services, Social Profile of Wisconsin Counties 1969, derived from U.S. Census, 1960, 51C, p. 250, p. 279.

Race

Table 5 shows the proportion of clients served by race. This was compared with the racial mix in the Milwaukee Standard Metropolitan Statistical Area, as reported by the 1970 Census. A slightly higher percentage of Negroes than whites are served than the proportion of each race in the community. This is significantly different at the .05 level ($X^2 = 3.84$). Data on employment outcome by race is shown in Table 49.

Table 5: Race

Race	Clients N	Clients %	Census Data: Milwaukee SMSA* N	Census Data: Milwaukee SMSA* %
White	124	86.7	1,288,043	91.7
Negro	17	11.9	106,532	7.6
Other	2	1.4	9,113	0.6
Total	143	100.0	1,403,688	99.9

Marital Status

Sixty (40.5%) of the clients were single, 62 (41.9%) were married, and 26 (17.6%) were either divorced, widowed, separated, or annulled.

The marital status of clients in Follow-Up 81 is reported, suggesting that the two groups were quite different in their marital status probably because of age. Data on employment outcome by marital status is shown in Table 44.

Table 6: Marital Status

	FIP - 1970 N	FIP - 1970 %	Follow-Up 81 - 1966 N	Follow-Up 81 - 1966 %
Single	60	40.5	57	70.4
Married	62	41.9	19	23.5
Divorced, Widowed, Separated, Annulled	26	17.6	5	6.2
Total	148	100.0	81	100.1

*U.S. Department of Commerce/Bureau of the Census, 1970 Census of Population Advance Report, p. 4.

Social Class

Client social class was identified by use of the Two Factor Index of Social Position.* Three-fourths of the clients were in the working and lower classes. In Table 7 the clients in the current study are compared in terms of social class with clients in the two prior studies of vocational rehabilitation clients at the Curative Workshop.

Table 7: Client Social Class

	FIP - spring 1970		June 1967		Follow-Up 81 - 1966	
	N	%	N	%	N	%
Class 1 Upper	1	1.0	2	1.6	1	1.3
Class 2 upper middle	5	4.9	7	5.5	2	2.7
Class 3 lower middle	20	19.6	22	17.3	11	14.7
Class 4 working	42	41.2	57	44.9	25	33.3
Class 5 lower	34	33.3	39	30.7	36	48.0
Total	102	100.0	127	100.0	75	100.0

Who Was the Head of the Household in Which Clients Live?

In spite of the fact that 71% were adults over the age of 24, only 49% identified themselves as the head of the household, which suggests a greater dependency status for this group than might be expected in the general population. Twenty-two percent were over the age 24 but were not heads of households. Of these, 5% were wives who listed their husbands as head of the household. There remained 17% for whom lack of adequate occupational status has resulted in a more dependent social status.

Table 8: Head of Household (in Rank Order)

Head	N	%
Self	72	49.0
Father	33	22.4
Mother	18	12.2
Other	17	11.6
Husband	7	4.8
Total	147	100.0

*Hollingshead, August B., Two Factor Index of Social Position, 1965 Yale Station, New Haven, Connecticut, 1957.

The Children and Grandchildren of Clients

Little attention has been paid to the intergenerational consequence of rehabilitation. Since it seems likely that rehabilitation or the lack of it has some impact on the life styles and life chances of at least the dependent children of clients, we recorded the data presented below. In less direct ways the rehabilitation process affects non-dependent children and grandchildren. Rehabilitation or the lack of it affects not only the client but the family kinship group.

Seventy-six clients had 232 natural children for a median parent-child ratio of two. Bacause a few families had many children the median is a better measure than the mean. Two-thirds of the children were married, reflecting the relatively advanced age of the client population.

Table 9: Children and Grandchildren of Clients

Number of children	Own		Adopted		Grand-children		Step and other		Total	
	N	%	N	%	N	%	N	%	N	%
1	18	23.7	2	100.0	3	12.5	2	40.0	25	23.4
2	21	27.6			5	20.8			26	24.3
3	12	15.8			4	16.7	2	40.0	18	16.8
4	6	7.9			2	8.3	1	20.0	9	8.4
5	8	10.5			1	4.2			9	8.4
6	6	7.9			1	4.2			7	6.5
7	4	5.3			2	8.3			6	5.6
8	1	1.3			2	8.3			3	2.8
9 or more					4	16.7			4	3.7
Total # clients	76	100.0	2	100.0	24	100.0	5	100.0	107	100.0
Total # children	232		2		114		12		360	
Avg. # children per client with type child	3.05		1.00		4.75		2.40		3.36	
Avg. # children per client who were or are married	2.64		0.02		1.30		0.14		4.09	
Median # children of clients with type child	2.00		1.00		3.50		3.00			

Client Families

One hundred and forty eight clients had a total of 62 spouses and 246 children for a total of 456 people directly affected by the vocational rehabilitation program.

Adding 114 grandchildren we find a total of 570 persons affected directly or indirectly by the vocational rehabilitation program in this sample alone. Table 10 following outlines this.

Table 10: Client Families

	Number of
Clients	148
Spouses	62
Children (natural, adopted, and step)	246
Total directly affected by vocational rehabilitation program	456
Grandchildren	114
Total affected directly or indirectly by vocational rehabilitation program	570

Community Impact of Vocational Rehabilitation

To show the widespread impact of a vocational rehabilitation program on the community, we have carried the analysis a step farther by projecting the estimated number of persons affected in the total target population from which the sample was drawn. In Table 11, we see that the target population of 708 from which a sample of 148 was drawn might be expected to have 2,182 people directly, and 545 indirectly affected, for a total of 2,727 persons affected by this vocational rehabilitation program over an 18 month period in one rehabilitation facility alone.

Table 11: Summary of Number of People affected by the Rehabilitation Process

	Number affected in followup sample		Estimated number affected in target population of 708 from which sample was drawn		Number affected per client
	N	%	N	%	
Directly	456	80.0	2,182	80.0	3.08
Indirectly	114	20.0	545	19.9	0.77
Total	570	100.0	2,727	99.9	3.85

Client Living Arrangements

Client living arrangements are reported in Table 12 below. About 60% lived in houses and 25% in apartments with 17% unclassified. The unclassified group includes families living in a house owned by the family but divided into two apartments.

Of other individuals with whom the clients most frequently lived, mothers headed the list with 36%. Combining husband and wife to form a spouse category we find that 39% lived with a spouse, which seems a relatively low number in view of the relatively high age of the client group. Thirty-four per cent had children in the household. Clients on the average shared living quarters with two other people. The actual computation was 1.804 people per client.

Table 12: Client Living Arrangements

Who lived with client (rank order)	Where client lived: House N	House %	Apartment N	Apartment %	Unclassified N	Unclassified %	Total N	Total %
Mother	42	28.4	7	14.2	4	2.7	53	35.8
Children	33	22.3	14	9.5	4	2.7	51	34.4
Wife	30	20.0	15	10.1	5	3.4	50	33.8
Father	33	22.3	2	1.4	1	0.7	36	24.3
Brother	20	13.5	3	2.0	3	2.0	26	17.6
Sister	21	14.2	2	1.4	0	-	23	15.5
Other adult	7	4.7	0	-	2	1.4	9	6.1
Husband	5	3.4	1	0.7	2	1.4	8	5.4
Grandmother	4	2.7	2	1.4	0	-	6	4.0
Friend	0	-	3	2.0	1	0.7	4	2.7
Grandfather	1	0.7	0	-	0	-	1	0.7
							267	
Where clients lived	N	87	36		25		148	
	%	58.8	24.3		16.9		100.0	

Only ten clients were not living with their families. These included one hospitalized temporarily; four in other institutions (one permanently, one temporarily, and two not sure), three in boarding houses who were not sure whether this was a temporary or permanent arrangement, and two in rooming houses, one of whom viewed this as permanent and the other as temporary. The

number not living with families is probably underrepresented in the sample as those in total institutions were more difficult to contact. Nevertheless, the problem of rootlessness and alienation which we had anticipated might be a major problem is not reflected by the data. Ninety-three point two per cent had a family or family type relationship in their living arrangements.

Client Support and Dependency

Children are the dependents most frequently supported by clients, followed by wives. Mothers, fathers and wives in that order are the individuals who most frequently support clients. Clients support a total of 72 individuals and in turn are supported by 54 individuals.

Table 13: Client Financial Support and Dependency Patterns

	Financial Dependence	
	Client support	Client is dependent on
Husband	1	6
Wife	25	11
Children	43	2
Father	0	13
Mother	0	14
Brother (s)	1	3
Sister (s)	2	2
Grandmother	0	2
Other adult (s)	0	1
Total	72	54

Not all respondents were willing to report on their financial resources. Therefore the data below only partially reflects the resource situation. It also is uncertain whether this is likely to be a useful sample of total client resources or whether the sample is biased and if so in what direction.

Table 14: Client Financial Resources

Type of resource	Number reporting amount of imcome	Mean weekly income	Number who receive this type of support		Weekly income range	
			Total	Partial	Minimum	Maximum
Own job income	67	$86.03	28	36	$2.31	$231.00
Family	27	65.10	7	21	9.00	138.50
Social security disability payments	27	42.64	4	24	17.58	136.10
Other	23	37.39	4	19	9.23	122.70
Public welfare (general relief)	10	20.54	3	7	2.77	39.70
Company pension	7	24.66	0	7	8.07	69.20
Social security, old age and survivor's insurance	7	18.00	0	7	9.22	35.55
Public welfare ADC	6	28.62	1	5	2.31	56.25
Public welfare (other)	4	17.77	0	4	12.23	25.18
Other private insurance	3	46.46	0	3	23.10	73.80
Workman's compensation payments or lump sum	1	42.00	0	1	42.00	42.00
Union accident or sickness payments	1	40.39	0	1	40.39	40.39
Unemployment insurance	1	35.00	0	1	35.00	35.00
Relatives or friends	1	18.46	1	0	18.46	18.46

The primary source of client financial support is derived from their own job income. Sixty-seven clients report average weekly earnings of $86.03 for a total year income for this group of $299,728.52. To the extent to which this may be attributed to the Curative Workshop vocational rehabilitation program this is an excellent cost-benefit pay off.

Transportation

The importance of an automobile in obtaining and maintaining employment can hardly be overestimated.

Despite a reasonably adequate public transportation system in Milwaukee, there are many places of employment too remote from the client's residence to be reached within a reasonable commuting time.

The ability to drive to work is therefore as crucial a factor in maintaining employment as worker competence. The ability to drive to work depends on three factors: the legal right to drive, knowing how to drive a car, and the availability of a car. We have secured data on all three as indicated in the tables below.

Less than half of the clients hold driver's licenses. Men fare better with almost two-thirds holding licenses; less than one-quarter of the women hold licenses. (χ^2 = 20.736; Sig. = .001)

Table 15: Number and Percentage of Clients Holding Wisconsin Driver's License by Sex

	Male		Female		Total	
	N	%	N	%	N	%
Has Wisconsin driver's license	57	62.6	13	22.8	70	47.3

Table 16 below indicates that there is a significant relationship in the expected direction between holding a driver's license and holding employment. (χ^2 = 3.869; Sig. = .05) Eleven men and 17 women know how to and are able to drive a car but do not have Wisconsin Driver's Licenses. This suggests that the job orientation program should include information on how to obtain a Wisconsin driver's license.

Table 16: Employment and Holding a Driver's License

	Currently employed	Not currently employed	Total
Holds driver's license	41	29	70
Does not hold Driver's license	32	46	78
Total	73	75	148

Almost three-fifths of the clients know how to and are able to drive a car. Again men exceed women in this with almost three quarters of the men claiming this ability as against only slightly over one-third of the women. (χ^2 = 18.245 Sig. = .001)

Table 17: Number and Percentage of Clients by Sex Who Know How To and Are Able to Drive a Car

	Male		Female		Total	
	N	%	N	%	N	%
Knows how and is able to drive a car	66	72.5	20	35.1	86	58.1

Knowing how to drive is slightly associated with better employment outcome but not at a .05 level of significance. (χ^2 = 1.05; Sig. = .50)

Table 18: Employment and Knowing How to Drive

	Currently employed	Not currently employed	Total
Knows how to drive	46	40	86
Does not know how to drive	27	35	62
Total	73	75	148

If the goal is employability, helping clients enroll in driver education courses and if necessary, paying for these courses, is a logical extension of the vocational rehabilitation program.

In addition to the legal right to drive and the ability to drive, one needs a car. About 45% have cars available.. Fifty-six per cent of the men have cars available, and 26% of the women (χ^2 = 11.369; Sig. = .001). Six men have driver's licenses who do not have cars. On the other hand two women have cars available who do not have driver's licenses.

Table 19: Number and Percentage of Clients by Sex Who Own or Have Use of a Car Which is in Operating Condition

	Male		Female		Total	
	N	%	N	%	N	%
Owns or has use of car which is kept in operating condition	51	56.0	15	26.3	66	44.6

As indicated below, having a car is positively related to having a job. However, the trend does not reach the .05 level of statistical significance. (χ^2 = 2.676; Sig. = .20)

Table 20: Employment and Having the Use of a Car

	Currently employed	Not currently employed	Total
Has car	38	28	66
No car available	35	47	82
Total	73	75	148

Client Characteristics: Summary and Implications

Summary	Implications
Age	
One-third are adolescents and young adults, one-third are adults between 25-44, and one-third are middle aged.	Rehabilitation rather than habilitation should be emphasized. Every effort should be made to uncover skills and achievements which older adults have but which are not always obvious.
Sex	
The sex ratio is about 6:4, with more males.	This is close enough to an equal balance to maximize interpersonal learning.
Impairments	
45.2% have physical impairments; 43.2% have emotional disturbances; 9.4% are mentally retarded.	This mixed client load reflects the diversity and multidisciplinary character of the Agency. Recent observations in the Self Help and Development Program of the Agency (an activities rather than an occupational program) suggests that clients with different types of disabilities can be very helpful to each other.
Educational Level	
Median school years completed is 11 years. This is comparable to the general population of Milwaukee County.	The clients as a group are not overtly handicapped educationally. Changing the kind of education offered in public and private schools to help future potential clients avoid mental illness is more important than the number of years they are kept in school.
Race	
A slightly higher percent of negroes than whites than occurs in the SMSA are served by the Agency.	Since negroes are more disadvantaged occupationally than whites, the number of negroes served should be substantially greater than the number of whites served.
Marital Status	
40.5% are single; 41.9% are married; 17.6% are divorced, widowed, separated or annulled.	Client's marital status is not greatly different from that of the general population.

Client Characteristics: Continued

Social Class

Three-fourths of the clients are in the working and lower classes.

The program should not force non-occupational middle class values on working and lower class clients.

Head Of Household

17% of the clients over the age of 24 were not heads of households. This is a larger group in a dependent status than is to be expected in the general population.

Clients in this status should be identified at the time they enter the Agency program and given training and reinforcement to help them become more independent.

Children and Grandchildren of Clients

76 clients had 232 natural children. Median parent-child ratio of 2 for all client group.

2/3 of the children were married. Clients had 114 grandchildren.

This is a zero population group. While they may perpetuate themselves they will not increase relative to the rest of the population.

This reflects the relatively advanced age of the client group.

Client Families

148 clients had 62 spouses and 246 children, for a total of 456 people directly affected by the vocational rehabilitation program. Adding 114 grandchildren = 570 directly or indirectly affected. This is a the rate of 3.85 persons per client.

Applying this ratio to the target population of 708 clients from which our sample of 148 was drawn we estimate that 2,727 persons were affected directly or indirectly by the Curative Workshop vocational rehabilitation program over an 18 month period.

To the extent that the program reaches its goal of returning clients to employment, it contributes to the welfare of a substantial number of people and justifies the governmental and local financial support which it has received.

The degree of interaction with clients is described in Chapter 3; the occupational outcome in Chapter 5 and the clients evaluation of the program in Chapter 10.

Client Living Arrangements

36% of clients lived with mothers;
39% lived with spouses;
34% had children in the household.
There were on the average 2 other people in the household.
Only 10 clients were not living with families. 93.2% of the clients had a family or family type relationship in their living arrangements.

The problem of rootlessness or alienation which we had anticipated is not reflected by the data. For better or worse, most clients are tied into a family living style of life.

Client Characteristics: Continued

Client Support and Dependency

Clients support a total of 72 individuals and in turn are supported by 54 individuals.

Children are the dependents most frequently supported by clients followed by wives.

Mothers, fathers and wives in that order are the individuals who most frequently support clients.

As a group attribute, dependency is an interacting process with dependency working both ways.

Client Financial Resources

67 clients had average earnings of $86 a week for a total yearly income aggregating about $300,000.

Income received from public sources is relatively low compared with earned job income and family support.

To the extent attributable to the Curative Workshop Vocational Rehabilitation program this is an excellent cost-benefit pay off.

The "sick role" is not a financially lucrative one for these clients.

Transportation

47.3% of the clients hold Wisconsin Driver's licenses.

There is a significant relationship between being currently employed and holding a driver's license.

The job orientation program should include information on how to obtain a Wisconsin driver's license.

Helping clients enroll in driver education courses and, if necessary, paying for these courses, would be a logical extension of the vocational rehabilitation program.

CHAPTER 3

PROGRAM PARTICIPATION OF CLIENTS

Spending an average of approximately three weeks, about three-fourths of the clients had participated in the Occupational Evaluation program. About one-fourth had been in Work Adjustment Training, averaging 5.8 months in this program. Finally, slightly over one-fifth had been in Vocational Training where their average training time was 7.2 months.

Table 21: Client Program Participation - Total in Each Department

	N	%	Avg. days there	Avg. wks. there (5 days)	Range (days)	Median (days)
Occup. eval. lab	115	77.7	15.47	3.09	1-95	13
Work adj.	35	23.6	124.76	24.95	12-296	115
Voc. trng.	33	22.3	156.45	31.29	13-405	104

Over half of the clients participated in Occupational Evaluation only. Slightly under 10% were in the Work Adjustment program only and slightly over 10% were in Vocational Skills Training program only. Thus a total of 20% were not evaluated by the Occupational Evaluation program.

Table 22: Client Program Participation - Enrolled in One Department Only

	N	%	Avg. days there	Avg. wks. there (5 days)	Range (days)	Median (days)
Occup. eval lab only	85	57.4	14.5	2.9	1-59	13
Work adj. only	13	8.8	151.9	30.4	15-438	108
Voc. trng. only	17	11.5	132.47	26.5	13-405	107

Of the clients participating in more than one of the occupational departments, about 11% were in the Occupational Evaluation program, followed by the Work Adjustment program. About 7% were evaluated by the Occupational Evaluation department and then went directly into the Vocational Skills Training. Two per cent skipped the Occupational Evaluation and entered the Work Adjustment program and then moved into Vocational Skills Training. Finally, only about 1% went through the three programs: Occupational Evaluation, Work Adjustment, and Vocational Skills Training.

Table 23: Client Program Participation-Enrolled in Two or Three Departments Sequentially

	N	%	Avg. days there	Avg. wks. there (5 days)	Range (days)	Median (days)
Occup. eval. lab. and Work adj.	17	11.5	132.10	26.42	33-275	115
Occup. eval. lab. and Voc. trng.	11	7.4	201.00	40.20	27-396	236
Occup. eval. lab. and Work adj. and Voc. trng.	2	1.4	377.00	75.40	225-529	377
Work adj. and Voc. trng.	3	2.0	317.67	63.53	116-440	397

In summary, the important screening function of the Occupational Evaluation unit which sees three-quarters of the clients in the vocational facility is emphasized. The relatively brief average time of six months spent in Work Adjustment Training is less than is required for some comparable methods of attitude change such as psychotherapy. Similarly, an average training time of only 7 months in Vocational Skills Training is the same or less than comparable training offered in public vocational trade schools and commercial trade schools and business schools.

Client Program Participation and Age

As indicated in Table 24 following there was a marked difference in the age of clients who participated in Occupational Evaluation only as opposed to all other clients in the sample. The median age of the OEL only group was 42 compared to only 28 for the other clients. Specifically in the age 45 and over category there were 39 clients in the OEL only group as against only 15 clients in the other group. This was probably attributable to the Social Security Disability Claimants referred for screening for employability and for whom participation in work adjustment or vocational training was not indicated or desired.

Table 24: Differences in Age Between the Occupational Evaluation Laboratory Only Group vs. Others

Age	Occupational lab only		Others	
	N	%	N	%
45 and up	39	45.9	15	23.8
25-44	26	30.6	25	39.7
20-24	14	16.5	19	30.2
17-19	6	7.1	4	6.3
Total	85	100.1	63	100.0
Mean	39.91		33.54	
Median	42		28	

Extent of Program Completion

The extent to which clients completed the vocational rehabilitation programs entered is reported for each of the three departments: Occupational Evaluation Laboratory, Work Adjustment and Vocational Training in that order. Extent of program participation was trichotomized in the categories of "completed", "left for good reason", and "dropped".

It would seem of obvious benefit to most clients to complete the programs entered. The category "left for good reason" is an uncertain one. It is possible that some clients left to take jobs which would usually be interpreted as a desirable outcome. More detailed data on this group should be sought in a future study. The "dropped" would appear to be an undesireable outcome category and may be interpreted as a failure of the rehabilitation process to reach all of the clients. Further study of this group of clients would also be helpful.

Starting with the Occupational Evaluation Laboratory all but three of the 114 clients on whom records were available completed the program.

Table 25: Occupational Evaluation Laboratory Program Completion vs. Employment Outcome

OEL	Currently employed		Employed post rehab. but not now		Employed now or at some time since rehab.		No post rehab. employ.		Total	
	N	%	N	%	N	%	N	%	N	%
Completed	55	98.2	26	96.3	81	97.6	30	96.8	111	97.4
Left-good reason	1	1.8	0	-	1	1.2	1	3.2	2	1.8
Dropped	0	-	1	3.7	1	1.2	0	-	1	0.9
Total	56	100.0	27	100.0 ;	83	100.0	31	100.0	114	100.0

Almost three-fourths of the currently employed clients from the Work Adjustment Program completed the program as against 16.7% who left for good reasons and 11.1% who dropped. Estimating from this small number it appears that completing the Work Adjustment Program is a good predictor of getting and holding employment. However, further study with larger numbers is indicated.

Table 26: Work Adjustment Program Completion vs. Employment Outcome

WA	Currently employed		Employed post rehab. but not now		Employed now or at some time since rehab.		No post rehab. employ.		Total	
	N	%	N	%	N	%	N	%	N	%
Completed	13	72.2	5	55.6	18	66.7	2	28.6	20	58.8
Left-good reason	3	16.7	0	-	3	11.1	3	42.9	6	17.6
Dropped	2	11.1	4	44.4	6	22.2	2	28.6	8	23.5
Total	18	100.0	9	100.0	27	100.0	7	100.1	34	99.9

Of the currently employed clients 12 completed vocational training. An additional seven left for good reason and only one dropped. Thus completing vocational training or at least having a good reason for leaving seems, on the basis of these small numbers, to be an excellent predictor of getting and holding employment.

Table 27: Vocational Training Program Completion vs. Employment Outcome

VT	Currently employed		Employed post rehab. but not now		Employed now or at some time since rehab.		No post rehab. employ.		Total	
	N	%	N	%	N	%	N	%	N	%
Completed	12	60.0	2	20.0	14	46.7	0	-	14	43.8
Left-good reason	7	35.0	3	30.0	10	33.3	1	50.0	11	34.4
Dropped	1	5.0	5	50.0	6	20.0	1	50.0	7	21.9
Total	20	100.0	10	100.0	30	100.0	2	100.0	32	100.1

Since an overall comparison of attendance and employment outcome did not reveal an expected strong positive relationship, a detailed analysis of attendance by department is presented below.

To test the hypothesis that a positive relationship exists, the combinations of degrees of attendance were combined which by inspection appeared most likely to substantiate the hypothesis. Cross comparisons were then made between the most contrasting employment outcomes. Usually the "currently employed" status was contrasted with the "No post-rehabilitation employment" status.

A X^2 test of the excellent plus good versus the fair plus poor attendance categories failed to reveal a significant difference between the "currently employed" and the "No post-rehabilitation employment" group, (X^2 = .01). By inspection, it appears that in fact a slightly larger percentage of the "No post-rehabilitation employment" group had the better attendance record.

Table 28: Occupational Evaluation Laboratory Attendance Record vs. Employment Outcome

Attendance rating	Currently employed		Employed post rehab. but not now		Employed now or at some time since rehab.		No post rehab. employ.		Total	
	N	%	N	%	N	%	N	%	N	%
Excellent	2	3.6	2	7.4	4	4.8	1	3.3	5	4.4
Good	39	69.6	17	63.0	56	67.5	22	73.3	78	69.0
Fair	9	16.1	3	11.1	12	14.5	4	13.3	16	14.2
Poor	6	10.7	5	18.5	11	13.3	3	10.0	14	12.4
Total	56	100.0	27	100.0	83	100.1	30	99.9	113	100.0

The relationship between attendance and employment outcome was also examined for those clients who participated in the Work Adjustment Program. Again attendance records were dichotomized by combining excellent/good against fair/poor. The currently employed group was contrasted with those who had had no post rehabilitation employment. By inspection a substantially higher number of those currently employed had the better attendance records but again the number of clients compared was so small that the results did not emerge as statistically significant ($X^2 = 2.33$).

Table 29: Work Adjustment Attendance Record vs. Employment Outcome

Attendance rating	Currently employed		Employed post rehab but not now		Employed now or at some time since rehab		No post rehab employment		Total	
	N	%	N	%	N	%	N	%	N	%
Excellent	2	11.1	0	-	2	7.4	0	-	2	5.9
Good	13	72.2	4	44.4	17	63.0	3	42.9	20	58.8
Fair	1	5.6	1	11.1	2	7.4	2	28.6	4	11.8
Poor	2	11.1	4	44.4	6	22.2	2	28.6	8	23.5
Total	18	100.0	9	99.9	27	100.0	7	100.1	34	100.0

The same procedure was applied in examining the relationship of attendance and employment outcome among those who received vocational skill training. Attendance records were dichotimized by combining excellent/good against fair/poor. The currently employed group was contrasted with a combined group of those who had been employed after vocational training but were not now employed plus those who had had no post rehabilitation employment. Although by inspection it appears that there is a positive relationship between attendance and current employment, the number of clients involved is so small that the relationship was not significant statistically ($X^2 = 2.87$).

Table 30: Vocational Training Attendance Record vs. Employment Outcome

Attendance rating	Currently employed		Employed post rehab but not now		Employed now or at some time since rehab		No post rehab employment		Total	
	N	%	N	%	N	%	N	%	N	%
Excellent	6	30.0	1	12.5	7	25.0	0	-	7	23.3
Good	8	40.0	2	25.0	10	35.7	0	-	10	33.3
Fair	2	10.0	0	-	2	7.1	1	50.0	3	10.0
Poor	4	20.0	5	62.5	9	32.1	1	50.0	10	33.3
Total	20	100.0	8	100.0	28	99.9	2	100.0	30	99.9

Combining the excellent/good categories and contrasting them with the fair/poor categories, we find that over three-fourths of the currently employed had an excellent/good punctuality record in the Occupational Evaluation Laboratory. On the other hand, of those with no post-rehabilitation employment, 93.3% had an excellent/good punctuality record. Thus a good punctuality record in OEL is not a good predictor of employment.

Looking at it another way, of those clients with fair/poor punctuality records in OEL, over one-third, although employed after the vocational rehabilitation program, are not currently employed, in contrast to only one-fifth of those with excellent/good records. Thus poor punctuality in OEL may predict loss of employment, although it should be noted that this observation is based on a limited number of clients.

Table 31: Occupational Evaluation Laboratory Punctuality Record vs. Employment Outcome

	Currently employed		Employed post rehab., but not now		Employed now or at some time since rehab.(1+2)		No post rehab. employment		Totals	
	N	%	N	%	N	%	N	%	N	%
Excellent	10	17.9	3	11.1	13	15.7	3	10.0		
		62.5		18.8		81.3		18.8	16	100.1
Good	34	60.7	16	59.3	50	60.2	25	83.3		
		45.3		21.3		66.7		33.3	75	100.0
Fair	9	16.1	5	18.5	14	16.9	2	6.7		
		56.3		31.3		87.5		12.5	16	100.0
Poor	3	5.4	3	11.1	6	7.2	0	0		
		50.0		50.0		100.0		0	6	100.0
Totals	56	100.1	27	100.0	83	100.0	30	100.0	113	
Excellent plus good	44	78.6	19	70.4	63	75.9	28	93.3		
		48.4		20.9		69.2		30.8	91	100.0
Fair plus poor	12	21.4	8	29.6	20	24.1	2	6.7		
		54.5		36.4		90.9		9.1	22	100.0
Totals	56	100.0	27	100.0	83	100.0	30	100.0	113	

The pattern of relationships between punctuality in the work adjustment program and employment outcome is much the same as that found in the occupational evaluation laboratory. Of those currently employed, almost three-fourth's were in the excellent/good category; a little over one-fourth in the fair/poor category. Yet 71.4% of those with no post rehabilitation employment were in the good punctuality category. That a client will become employed cannot be predicted from good punctuality in the work adjustment program.

Because of the small number of clients about which we have data, further study with larger numbers is indicated to assess the reliability of these trends.

Table 32: Work Adjustment Punctuality Record vs. Employment Outcome

	Currently employed			Employed post rehab., but not now			Employed now or at some time since rehab.(1+2)			No post rehab employment			Totals	
	N	%	%	N	%	%	N	%	%	N	%	%	N	%
Excellent	1	5.6		0	0		1	3.7		0	0			
			100			0			100			0	1	100
Good	12	66.7		5	55.6		17	63.0		5	71.4			
			54.5			22.7			77.3			22.7	22	100
Fair	3	16.7		2	22.2		5	18.5		1	14.3			
			50.0			33.3			83.3			16.7	6	100
Poor	2	11.1		2	22.2		4	14.8		1	14.3			
			40.0			40.0			80.0			20.0	5	100
Total	18	100.1		9	100.0		27	100.0		7	100.0	n	34	
Excellent plus good	13	72.2		5	55.6		18	66.7		5	71.4			
			56.5			21.7			78.3			21.7	23	100
Fair plus poor	5	27.8		4	44.4		9	33.3		2	28.6			
			45.5			36.4			81.8			18.2	11	100
Totals	18	100.0		9	100.0		27	100.0		7	100.0		34	

Trends in punctuality vs. employment outcome noted in the occupational evaluation laboratory and the work adjustment program continue in the following data on the vocational training clients. Of the currently employed group, a little over three-fourth's fell in the excellent/good group as against a little under one-fourth in the fair/poor group. Because only two clients from the vocational training programs failed to secure post rehabilitation employment, the punctuality record in vocational training is a good predictor of getting and holding employment.

Of those with an excellent punctuatlity record, 5 (83.3%) are currently employed, while of those with poor punctuality records, 3 (37.5%) are currently employed. It is pertinent that in comparison, 5 (62.5%) clients while employed after vocational rehabilitation are not currently employed, again suggesting lack of punctuality as a good way to get fired.

The reader is once more cautioned that these trends are reported on only a small number of clients. On the other hand, most of the trends seem to remain stable in each of the three samples: occupational evaluation laboratory, work adjustment and vocational training.

Table 33: Vocational Training Punctuality Record vs. Employment Outcome

	Currently employed			Employed post rehab., but not now			Employed now or at some time since rehab.(1+2)			No post rehab. employment			Totals	
	N	%	%	N	%	%	N	%	%	N	%	%	N	%
Excellent	5	23.8	83.3	1	12.5	16.7	6	20.7	100.0	0	0	0	6	100.0
Good	11	52.4	78.6	2	25.0	14.3	13	44.8	92.9	1	50.0	7.1	14	100.0
Fair	2	9.5	66.7	0	0	0	2	6.9	66.7	1	50.0	33.3	3	100.0
Poor	3	14.3	37.5	5	62.5	62.5	8	27.6	100.0	0	0	0	8	100.0
Totals	21	100.0		8	100.0		29	100.0		2	100.0		31	
Excellent + good	16	76.2	80.0	3	37.5	15.0	19	65.5	95.0	1	50.0	5.0	20	100.0
Fair + poor	5	23.8	45.5	5	62.5	45.5	10	34.5	90.9	1	50.0	9.1	11	100.0
Totals	21	100.0		8	100.0		29	100.0		2	100.0		31	

Program Participation of Clients: Summary and Implications

Summary	Implications
Overall Participation	
Three-fourth's of the clients were in Occupational Evaluation Laboratory, averaging 3 weeks there.	The quality of the Occupational Evaluation Laboratory affects more clients than does the quality of either of the other two vocational programs.
One-fourth were in Work Adjustment, averaging about 6 months there.	This is less time than is usually spent in comparable methods of attitude and behavior change such as psychotherapy.
22.3% were in Vocational Training, averaging about 7 months there.	This is the same or less thme than comparable level training offered in public vocational trade schools and commercial trade schools and business schools.
Clients Who Were Enrolled in One Department Only	
Over half were in Occupational Evaluation Laboratory only. Under 10% were in Work Adjustment only. 11.5% were in Vocational Training only. 20% were not evaluated by the Occupational Evaluation Laboratory.	Occupational Evaluation Laboratory provides a screening function for the community-not just for Curative Workshop.
Sequential Participation	
11% were in Occupational Evaluation Laboratory, followed by Work Adjustment. 7% were in Occupattional Evaluation Laboratory followed by Vocational Training. 2% were in Work Adjustment followlowed by Vocational Training. 1% went through the three programs.	There is relatively little sequential progress between and among the Agency vocational programs. Occupational evaluators need to have a substantial knowledge of adjustment and training resources outside the Agency.
Program Participation and Age	
Median age of Occupational Evaluation Laboratory only clients was 42, compared to median age 28 for the other clients.	Probably attributable to affect of the Social Security Disability claimants referred for screening for employability and who are generally older.
There were over two-and-a-half times as many clients 45 years or older among the Occupational Evaluation Laboratory only group.	Probably lowers the percentage of clients among our sample who found employment. This will be discussed in Chapters 4 and 5.

Program Participation of Clients - Continued

Summary	Implications
Extent of Program Completion and Employment Outcome	
All but 3 of 114 clients completed the Occupational Evaluation Laboratory.	Clients are being made to feel comfortable enough to enable them to withstand the anxiety of being evaluated.
Almost three-fourth's of currently employed clients completed Work Adjustment Program. 16.7% left for good reason. 11.1% dropped.	Completing the Work Adjustment program appears to be a good predictor of getting and holding employment.
Of currently employed, 12 completed Vocational Training, 7 left for good reason, and only 1 dropped.	Completing Vocational Training or having a good reason for leaving appears to be an excellent predictor of getting and holding employment.
Attendance Record and Employment Outcome	
No significant difference in attendance between the currently employed and the no post-rehab. employment group. (X^2 = .01).	Good attendance in the Occupational Evaluational Laboratory is not a predictor of getting and holding employment.
Of clients who had been in Work Adjustment, there was a slight trend for those with better attendance to be currently employed as contrasted with the no post-rehab. employment group, but not significant at .05 level (X^2 = 2.33).	Good attendance in Work Adjustment may be related to getting and holding employment. Requires further study.
Of clients who had been in Vocational Training, there was a slight trend for those with better attendance to be currently employed, but not significant at .05 level (X^2 = 2.87).	Good attendance in Vocational Training may be related to getting and holding employment. Requires further study.
Punctuality Record and Employment Outcome	
93.3% of those who had been through Occupational Evaluation Laboratory but had had no post-rehab. employment, had an excellent or good punctuality record.	A good punctuality record in the Occupational Evaluation Laboratory is not necessarily a predictor of future employment.
Of clients with fair/poor punctuality, over one-third had post-rehab. employment, but are not currently employed. Only one-fifth of those with excellent/good punctuality records had this employment-to-no-employment pattern.	Poor punctuality in the Occupational Evaluation Laboratory may predict loss of employment. Further study is needed.

Program Participation of Clients - Continued

Summary	Implications
In the Work Adjustment Program of currently employed, almost three-fourth's had excellent/good punctuality; a little over one-fourth had poor/fair punctuality.	Good punctuality is a necessary but not sufficient factor in holding employment. It is easier to predict lack of employment from poor punctuality than it is to predict securing employment from good attendance.
71.4% with no post-rehab. employment had excellent/good punctuality.	
Of clients with an excellent punctuality record in Vocational Training, 5 (83.3%) are currently employed. Five clients (62.5%) with fair/poor punctuality were employed after Vocational Training but are not currently employed.	Lack of punctuality in the Vocational Training Program may carry over into employment and result in discharge from the job. These findings are based on very small numbers of clients and need further study.

CHAPTER 4

A REVIEW OF OTHER FOLLOWUP STUDIES

The reader is first referred to Krause (1963) and Krause (1965) for a sophisticated discussion of the theory and meaning of followup studies. A summary solely of followup studies was prepared by Bailey (1965). These are presented in easily comparable tabular form. To economize space we have not reported on any of the studies which he included, most of which involved state vocational rehabilitation agency general caseloads. Another summary work is that of Trotter and Wright (1968). Although in their abstracts of 100 rehabilitation studies, followup studies are not isolated in a separate section, they may be easily located through the index. However, since the followup results are not presented in an easily comparable tabular form we have included them in our summary.

As a backdrop for evaluating our findings we have compiled summary figures on employment outcomes from 76 reports of followups which have been done in the rehabilitation field. Most of these have been done as a part of a larger project rather than as an independent study. Our summary does not purport to be exhaustive but we hope it includes a large enough sample to be reasonably representative of the field. We have included studies of some homogeneous disability groups such as alcoholics, cardiacs, epileptics, and stroke patients, although their employment outcome rates are substantially different from those of the usual heterogeneous disability groups participating in work evaluation, work adjustment and vocational training in a rehabilitation center.

Table 34: The Number of Followup Studies Carried Out and the Size of Followup Populations

	N and % of studies		Number of subjects	Mean number of subjects	Median number of subjects
Mental retardation	11	14.9	1819	165.4	80
Emotionally/mentally disturbed	6	8.1	703	117.2	58
Cerebral palsy	2	2.7	504	252.0	252
Medical problems, nec	6	8.1	5537	922.8	116
Severely handicapped, nec.	7	9.5	896	128.0	126
Others, nec.	42	56.8	17,090	406.9	127
Total	74*	100.1	26,549	358.8	125

* Two studies, although appearing in the table showing the chronological sequence of studies, did not indicate the number of clients followed up and are omitted from this Table.

Seventy-four studies followed up a total of 26,549 subjects for a median subject size of 125. The emotionally/mentally disturbed with 58 had the smallest reported median number of subjects. The two studies of cerebral palsy clients with 252 had the largest median number of subjects. A complete listing of the projects appears in the appendix.

The following table summarizes employment and training outcome results reported by 72 studies, categorized into six disability groupings, and showing per cent employed, per cent unemployed and per cent in training. Training includes both school and other types of training.

For comparative purposes the client employment outcome in the present study is presented. This will be presented in more detail in the next chapter.

Any outcome comparisons between or among studies or groups of studies are tenuous at best. The following is a partial list of uncontrolled variables affecting employment outcome.

Differing degrees of impairment severity among clients with the same named impairments
Proportion of older clients
Proportion of non-whites among client groups
Whether evaluation only clients are included in the client group
General level of the national economy
Local labor market conditions

Variables supposedly under partial control by rehabilitation agencies are:

Effectiveness of the occupational evaluation process
Effectiveness of various techniques for improving work habits and attitudes
Effectiveness of vocational skill training programs
Placement effectiveness

Table 35: Employment and Training Outcome As Reported in 72 Followup Studies

Study type	# Studies reporting	% Employed	% Unemployed	% In training	Total %
Sev. Handicapped	7	68.8%	18.1%	13.1%	100.0%
Mentally Ret.	11	65.6%	32.8%	1.6%	100.0%
Others, nec.	40	62.7%	29.8%	7.5%	100.0%
Medical Problem	6	57.2%	43.0%	0.0	100.2%
C.P.	2	49.4%	41.5%	9.1%	100.0%
Emot./Ment. Dist.	6	43.8%	41.0%	15.2%	100.0%
Total	72	61.2%	32.9%	5.9%	100.0%
Facilities Improvement Study, Curative		49.3%	44.6%	6.1%	100.0%

In 37 projects for which this data was available, the non-variable length of time before subjects were followed up ranged from one month through seven years. The median length was one year and the mean length was 27.2 months or 2.27 years. In 19 studies the length of time after which follow-up was done was variable and ranged from one month through ten years.

The total number of studies reported on including both those with variable and non-variable followup time is 56.

Table 36: Length of Time Elapsing Before Followup in Studies with Non-Variable Time Preceding Followup

Length of time in months and years	N	%
1 month	1	2.7
3 months	3	8.1
4 months	1	2.7
6 months	2	5.4
9 months	1	2.7
1 year	12	32.4
1.67 years	1	2.7
2 years	1	2.7
2.5 years	1	2.7
3 years	4	10.8
4 years	1	2.7
5 years	7	18.9
6 years	1	2.7
7 years	1	2.7
TOTAL	37	99.9

Some Followup Studies From 1957 Through 1970

Any attempt to offer a research chronology in the rehabilitation field encounters difficulties because of the inadequate reporting of dates of the studies on final reports and secondary sources. The date of the final report has been used when this is available. A compounding problem is the range of time covered by studies between the beginning of the study, the end of the study and the date of the final report. Because of these factors, Table 37 below must be considered an estimate at best.

We hesitate to assume any trends in the production of studies as the data below is so strongly influenced by our selection of the material as well as the problem of assignment of dates as described above. Let Table 37 merely document that, contrary to some folklore opinion, a great deal of followup work has been done.

Table 37: Chronological Sequence of 76 Followup Studies by Disability

	Mental Retardation	Emot/Ment Disturbed	CP	Medical Problems NEC	Severely Handicapped NEC	Others NEC	Total
1970	--	--	--	--	--	3	3
1969	--	--	--	--	--	2	2
1968	1	--	--	--	--	8	9
1967	2	--	--	1	--	3	6
1966	1	--	--	--	1	3	5
1965	3	1	--	--	--	3	7
1964	--	--	--	1	--	2	3
1963	1	2	--	--	--	4	7
1962	1	--	--	--	1	4	6
1961	--	--	--	1	1	2	4
1960	--	1	2	1	1	5	10
1959	--	2	--	--	--	2	4
1958	1	--	--	--	--	2	3
1957	1	--	--	--	--	--	1
Undated	--	1	--	2	3	--	6
Total	11	7	2	6	7	43	76

A Review of Other Followup Studies: Summary and Implications

Summary	Implications
Seventy four followup studies have studied 26,549 subjects. The mean number of subjects is 358.8; the median is 125.	A great deal of followup work has been done. However, little effort has gone into identifying, consolidating and disseminating the information because much of it is reported as a supplemental part of larger studies.
Average percent of clients found employed upon followup for 72 studies is 61.2% with 5.9% in training. In our current study we found 49.3% employed and 6.1% in training.	Our clients have about an 11% lower rate of employment than the average. Outcome comparisons are of only limited value because of the many variables involved.
In 37 projects, the non-variable length of time before subjects were followed up ranged from one month through seven years. In 19 studies in which time to follow up was variable, it ranged from one month through 10 years.	Some methodological study of and agreement on optimum followup time would be desirable.
We found 76 followup studies between 1957 and 1970 with peaks in 1960 and 1968. This is merely an estimate because of difficulty in determining dates of studies, and the fact that we don't know how comprehensive our sample is.	Some rigid publication formula for research reports giving dates of study and publication should be enforced by grantors and publication outlets.

CHAPTER 5

CLIENT OCCUPATIONAL STATUS

Half of the clients were found to be employed with an additional 6% in training, so that a total of 55% may be judged to have at least a grossly adequate occupational status. Men fared better than women with about 52% employed as against about 46% for the women. Since these respondents are marginal workers whose occupational fate is strongly affected by the general level of economic activity in the community, it is important to note that during the reporting period the seasonally adjusted unemployment rate crept up from 3.4 in January, 1970[1] to 4.1 in May, 1970[2] in the Greater Milwaukee area. This is in comparison with a previous unemployment low of 2% in September, 1966.

Table 38: Current Occupational Status

	Men		Women		Total	
	N	%	N	%	N	%
Currently employed	47	51.6	26	45.6	73	49.3
Currently in training	6	6.6	3	5.3	9	6.1
Unemployed	38	41.8	28	49.1	66	44.6
Total	91	100.0	57	100.0	148	100.0

Competitive employment is obviously the most desirable occupational status for respondents to attain. Sheltered employment is second best but certainly better than no employment at all. Of the clients who have worked at some time since leaving Curative Workshop, about 91% have worked in competitive employment, about seven per cent were in sheltered employment only and about two per cent had employment in both sheltered and competitive work. Thus, sheltered employment meets the occupational needs of at the most about nine per cent of the client population.

Table 39: Number of Persons Employed in Sheltered and Competitive Employment

	All Clients		Those Who Have Worked	
	N	%	N	%
Competitive employment only	102	68.9	102	91.1
Sheltered employment only	8	5.4	8	7.1
Both sheltered and competitive	2	1.4	2	1.8
Neither	36	24.3	--	---
Total	148	100.0	112	100.0

1 Wisconsin State Employment Service, "Manpower Report for the Milwaukee Area", Milwaukee, February, 1970.

[2]Ibid, June, 1970.

An additional measure of the effectiveness of the vocational rehabilitation program is the number of respondents who have worked at some time since leaving Curative Workshop. Thus, although only about half were working at the time of the interview, three-fourths have worked at some time, leaving only one-fourth who have not worked at all during the year since they have left the Curative Workshop program.

Table 40: Client Employment Since Leaving Curative Workshop

	N	%
Have worked since leaving Curative Workshop	112	75.7
Now working	73	49.3
In training	9	6.1
Now unemployed	66	44.6
Have not worked since leaving Curative workshop	36	24.3

Also important is the number of competitive jobs which have been held at some time since leaving the Curative Workshop. Over half held two or more jobs with two respondents having each held five jobs. This suggests that learning how to secure jobs and receiving efficient placement help is a very important part of the vocational rehabilitation program.

Table 41: Number of Clients Having Held More Than One Competitive Job Sequentially Since Leaving Curative Workshop

No. of jobs	No. of clients	%	Cumulative no. clients	Cumulative %
5	2	1.9	2	1.9
4	2	1.9	4	3.8
3	13	12.5	17	16.3
2	33	31.7	50	48.1
1	54	51.9	104	100.0
Total	104	99.9		

A suitable occupational status is not necessarily measured by employment in only one job. These are marginal workers, strongly affected not only by their own adjustment problems but by fluctuations in industries and in the fortunes of individual employers. These include such economic events as successful competition for new contracts, product changes, population and traffic shifts in service industries, and numerous other forces affecting the fate of any individual business. It is not surprising then that almost half of the respondents have held more than one job and two respondents as many as 4 jobs.

Table 42: Number of Currently Employed Clients Having Held More than One Job Sequentially

No. jobs	No. clients	%	Cumulative no. clients	Cum. %
4	2	2.7	2 (having held 4 or more jobs)	2.7
3	10	13.7	12 (having held 3 or more jobs)	16.4
2	23	31.5	35 (having held 2 or more jobs)	47.9
1	38	52.1	73 (having held 1 or more jobs)	100.0
TOTAL	73	100.0		

That the Followup-81 group exceeded the FIP group in the greater percentage employed may be attributed to the higher level of employment in 1966 than in 1970.*

Since there was no systematic effort to make the two groups comparable, this may be an unwarranted assumption in view of possible different client population characteristics, different sampling procedures, etc.

The percentage in training and the percentage who never secured employment since leaving Curative Workshop is about the same in each group.

Table 43: Occupational Status of FIP and Followup-81 Clients

	Men		Women		Total	
	FIP %	Followup-81 %	FIP %	Followup-81 %	FIP %	Followup-81 %
Currently employed	51.6	68.0	45.6	45.2	49.3	59.3
Currently in training	6.6	6.0	5.3	12.9	6.1	8.6
Currently unemployed	41.8	26.0	49.1	41.9	44.6	32.1
Total	100.0	100.0	100.0	99.9	100.0	100.0
Never employed since leaving Curative Workshop	24.2		24.6		24.3	28.4

*Overs, Robert P., Ph.D., and Day, Vicki, "Followup 81", Milwaukee Media for Rehabilitation Research Reports, Report No. 6, Curative Workshop of Milwaukee, 1968.

Marital Status and Employment

The best employment outcome was enjoyed by the single, the married, and the divorced in that order. However, percentage differences were relatively small. When looking at the group which had had no post rehabilitation employment, we find the married outnumbered the single by almost 2 to 1.

Table 44: Marital Status and Employment

	Currently employed		Employed post rehab. but not now		Employed now or at some time since rehab.		No post rehab. employ.		Total	
	N	%	N	%	N	%	N	%	N	%
Single	32	53.3	19	31.7	51	85.0	9	15.0	60	100.0
Married	31	50.0	13	21.0	44	71.0	18	29.0	62	100.0
Separated	0	--	1	50.0	1	50.0	1	50.0	2	100.0
Divorced	10	41.7	6	25.0	16	66.7	8	33.3	24	100.0

Impairments and Employment Outcome

There were so few clients with certain impairments that any interpretation of the data in the following table is somewhat tenuous. However, with this caution in mind we may use the data in a pilot fashion. The two clients with hearing impairments had the best employment record with both being employed. Among the mentally/ emotionally disturbed, the mentally retarded fared the best, followed by the neurotics, the psychotics and character disorders in that order.

The least employed included those with orthopedic deformities of either upper or lower limbs and the character disorder group. Strangely enough, among the orthopedic deformed group, those with 3 or more deformed limbs had a better employment record than those with one or two deformed limbs.

Table 45: Impairments and Employment

Impairment	Currently employed		Employed post rehab. but not now		Employed now or at some time since rehab. (1 + 2)		No post rehab. employ.		Total	
	N	%	N	%	N	%	N	%	N	%
Hearing impairments	2	100.0	-	-	2	100.0	-	-	2	100.0
Unknown	2	66.7	1	33.3	3	100.0	-	-	3	100.0
Others, NEC	9	60.0	-	-	9	60.0	6	40.0	15	100.0
Mental retardation	8	57.1	4	28.6	12	85.7	2	14.3	14	100.0
Psychoneurotic disorders	12	52.2	6	26.1	18	78.3	5	21.7	23	100.0
Visual impairments	3	50.0	2	33.3	5	83.3	1	16.7	6	100.0
Orthopedic deformity, NEC	8	47.1	4	23.5	12	70.6	5	29.4	17	100.0
Psychotic disorders	12	44.4	9	33.3	21	77.8	6	22.2	27	100.0
Orthopedic deformity, 3 or more limbs or entire body	4	44.4	2	22.2	6	66.7	3	33.3	9	100.0
Orthopedic deformity, 1 upper and one lower limb	4	44.4	2	22.2	6	66.7	3	33.3	9	100.0
Other mental disorders alcoholism , character disorders	6	42.9	7	50.0	13	92.9	1	7.1	14	100.0
Orthopedic deformity, 1 or both lower limbs	3	42.9	1	14.3	4	57.1	3	42.9	7	100.0
Orthopedic deformity, 1 or both upper limbs	-	-	1	50.0	1	50.0	1	50.0	2	100.0

The occupational impact of impairments is also indicated by the data in Table 46 following. Almost one-third fall in the mentally ill group of whom six are classified as psychotic and four as psychoneurotic. Eight clients or 25% in five impairment categories may be combined into a cardiac-circulatory group. The remainder are scattered through a variety of impairment classifications.

Table 46: Impairment Status of Those Who Worked Before Rehabilitation But Who Have Never Worked Since

Code	Impairment	N
149	Visual impairments, due to ill-defined and unspecified causes.	1
310	Impairment involving three or more limbs or entire body, due to arthritis and rheumatism.	1
312	Impairment involving three or more limbs or entire body, due to intracranial hemorrhage, embolism and thrombosis (stroke).	1
332	Impairment involving one upper and one lower limb (including side), due to intracranial hemorrhage, embolism and thrombosis (stroke).	3
359	Impairments involving one or both upper limbs (including hands, fingers and thumbs), due to accidents, injuries and poisonings.	1
376	Impairment involving one or both lower limbs (including feet and toes), due to multiple sclerosis.	1
379	Impairment involving one or both lower limbs (including feet and toes), due to accidents, injuries and poisonings.	2
390	Other and ill-defined impairments (including trunk, back and spine), due to arthritis and rheumatism.	2
399	Other and ill-defined impairments (including trunk, back and spine), due to accidents, injuries and poisonings.	3
500	Psychotic disorders.	6
510	Psychoneurotic disorders.	4
520	Other mental disorders due to alcoholism.	1
610	Allergic, endocrine system, metabolic and nutritional diseases	1
629	Diseases of the blood and blood-forming organs: anemia and other diseases of the blood and blood-forming organs (except RSA 602, Leukemia and Aleukemia).	1
642	Cardiac and circulatory conditions: arteriosclerotic and degenerative heart disease.	2

Table 46 Continued

Code	Impairment	N
645	Cardiac and circulatory conditions: other hypertensive disease.	1
689	Other speech impairments (except RSA 685, Aphasia resulting from stroke).	1
	Total	32

Profiles of Those Who Have Never Worked

Most of the data so far has been presented as enumerations of client group characteristics. We introduce below paragraph accounts of four individual clients out of 148, or 2.7% of the sample, who worked neither before nor after rehabilitation and presumably represent a zero base line in lack of employability. Brief profiles of these individuals are presented as an indication of the kind of problems which must be faced and solved to improve the vocational rehabilitation batting average. Names are fictitious and case material is disguised.

Susan, a 20 year old white mental retardee, comes from a lower middle class family. Her deceased father, a high school graduate, was a truck driver. Her mother, who also had 12 years of schooling, now supports Susan and a sister by demonstrating beauty products. Susan completed high school and attended Work Adjustment fairly regularly for four months before dropping out of the program.

Marcia, whose diagnosis is mental illness, is 29 years old and dropped out of Work Adjustment after two months of sporadic attendance. She has had 11 years of schooling and lives at home with her mother and father, both of whom finished grammar school. She comes from a white working class family and is financially dependent upon her father, a skilled laborer. Marcia spends her time watching television, reading magazines, and taking walks.

Mrs. Sarah, a 36 year old white mental retardee, completed OEL with a record of fairly punctual attendance and repeatedly and unsuccessfully attempted to find employment. She is divorced from her husband and relies on welfare to support herself, her daughter and her two grandchildren. She had ten years of schooling and likes to watch television and read newspapers.

Doris is 23 years old, comes from a white lower middle class family and has cerebral palsy. She has had special schooling and completed OEL after attending sessions regularly and punctually. After rehabilitation, she failed to find employment and she is now supported by her mother and sister, who operate a grocery store, and she also partially relies on Social Security Disability payments. Her father does not live at home. Doris divides her time between singing and reading and also belongs to a Church sponsored Young Adults Club.

Age and Employment

Age showed the highest correlation with employment outcome of any variable; however, it was in a negative direction.

Both the currently employed group and those who were employed after vocational rehabilitation but not now show some negative correlation with the group which has had no post rehabilitation employment. This suggests that older clients are less placeable.

The fact that there is no correlation between age of the currently employed group and those who were employed post rehab. but not now, suggests that once hired, age is no longer a factor in whether employment is retained.

As shown in Table 24 clients participating in only the Occupational Evaluation Laboratory tended to be older and many were Social Security Disability Claimants unable to work. Since they were referred for evaluation under the assumption that they might be found able to work it seems appropriate to include them in the employment outcome count. Extremely difficult classification problems are involved in trying to sort out Social Security Disability Claimants judged able to work and those judged not able to work.**

Table 47: The Age Variable and Employment Status

			Correlation	Degree * of correlation
Employed post rehab. but not now	vs.	No post rehab. employment	-.45151	some
Currently employed	vs.	No post rehab. employment	-.42784	some
Employed now or at some time since rehab.	vs.	No post rehab. employment	-.39474	some
Currently employed	vs.	Not currently employed	.21443	slight
Currently employed	vs.	Employed post rehab. but not now	.02201	practically none

The OEL only group was included to present the total occupational program. Some may have been recommended for direct placement or training outside of the Agency. Had the group been omitted from the study it would have improved the overall employment outcome record.

**Overs, Robert P., Ph.D., Review of the Month: Disability and Rehabilitation-Legal, Clinical, and Self-Concepts and Measurements, by Saad, Z. Nagi, Ph.D., Rehabilitation Literature, vol. 31, no. 5, p. 140.

*Super, Donald E., M.A., Ph.D., Appraising Vocational Fitness by Means of Psychological Tests, New York: Harper and Brothers, 1949, p. 650.

Average attendance record has a slight positive correlation with being employed. Age shows a slight but negative correlation with employment with lesser employment associated with greater age. The remaining variables of highest school grade completed, social class, days spent in occupational evaluation laboratory, work adjustment or vocational training all have practically no correlation with employed status.

The highest school grade completed has practically no correlation with being in school currently.

Table 48: Point Biserial Correlation Between Employed - Not Employed Status and Miscellaneous Variables

	Point biserial correlation	Miscellaneous variables
Currently employed vs. Not currently employed	-0.2144	Age
	0.1045	Highest school grade completed
	-0.0967	Social class
	-0.0181	Days spent in occup. eval. lab.
	0.0139	Days spent in work adj.
	0.1630	Days spent in voc. trng.
	0.2287	Average attendance record
In school vs. not in school	0.0165	Highest school grade completed

In addition to the analysis of attendance records by department presented in Chapter 3 some overall measurements of the relationship between attendance and employment are presented on this page. Records of attendance were kept by the service staff who rated each client on a scale of poor, fair, good and excellent. For the purpose of this research these ratings were assigned scale values of:

4 = excellent
3 = good
2 = fair
1 = poor

The mean attendance record of clients currently employed was 2.75; of those unemployed 2.33.

The average rating of both groups fell in between the fair and good categories. A point biserial coefficient of correlation for attendance record vs. current employment netted a correlation of 0.2287. A good attendance record is only slightly related to current employment, if we use the mean rating from the three departments.

Race and Employment

Negroes are within two percentage points of having the same employment outcome as whites, or for all practical purposes the same outcome is achieved by each of the races.

Table 49: Race and Employment

	Currently employed		Employed post rehab. but not now		Employed now or at some time since rehab.		No post rehab. employ.		Total*	
	N	%	N	%	N	%	N	%	N	%
White	61	49.2	32	25.8	93	75.0	31	25.0	124	100.0
Negro	8	47.1	5	29.4	13	76.5	4	23.5	17	100.0
Other	1	50.0	1	50.0	2	100.0	0	---	2	100.0

* Five people did not state their race.

Post Rehabilitation Schooling and Employment

Of the small number of clients who had attended school subsequent to participating in vocational rehabilitation at Curative Workshop, 12 had been in full time schooling and 2 in part time school. Of these, 5 are working concurrently with school. This suggests that upward occupational mobility does not have to stop with the end of the Curative vocational rehabilitation program. Perhaps one of the most useful functions of the vocational rehabilitation program is to start a few clients on an upward occupational mobility path which will continue after they leave the Curative program.

Table 50: Post Rehabilitation Schooling and Employment

	Currently employed		Employed post rehab. but not now		Employed now or at some time since rehab.		No post rehab. employ.		Total	
	N	%	N	%	N	%	N	%	N	%
Full time school	3	25.0	6	50.0	9	75.0	3	25.0	12	100
Part time school	2	100.0	0	---	2	100.0	0	---	2	100
None	68	50.7	33	24.6	101	75.4	33	24.6	134	100

About three-fourth's of the jobs held since clients were in the vocational rehabilitation program at Curative were full time; about one-fifth were part time. Rather surprisingly, only one job was intermittent and all jobs except one were on the first shift.

This contradicts the usual expectation that these clients tend to be placed in jobs which are marginal in respect to being temporary and intermittent. It suggests that the placement department is doing selective placement by placing clients in substantial jobs, not just the most available job and/or that the clients themselves tend to seek and find such jobs.

Table 51: Hours, Shifts Worked and Duration of Employment

Hours	N	%
Full time	68	78.2
Part time	17	19.5
Intermittent	1	1.2
Temporary	0	0
Second shift	1	1.2
Third shift	0	0
Swing shift	0	0
Overtime	0	0
Total	87	100.1

Over three-fourth's of the clients received a straight time wage and about one-fifth a straight salary.

Less than 3% were remunerated on a piece work or salary and commission basis.

In view of this it would not seem necessary to include information about incentive plans in the job orientation training. The use of piece work in the work adjustment program does not seem a realistic prelude to the type of remuneration the clients will receive when employed after rehabilitation.

Table 52: Type of Wage Payment

Type of Wage Payment	Number	Percentage
Straight time wage	143	78.1
Salary	35	19.1
Piece work	3	1.6
Salary and commission	2	1.1
Straight commission	0	0
Group piece work	0	0
Total	183	99.9

Client hourly wages on all jobs held since vocational rehabilitation at the Curative Workshop ranged from $0.12 through $5.85. The mean was $2.11.

Client Distribution Among Occupations

Perhaps the results of vocational rehabilitation are presented most vividly by showing eleven occupations in which 3 or more clients secured employment. Table 53 shows in rank order the occupations in which 56 clients secured employment. The number in each occupation ranged from 12 working as janitors, to 5 occupations each employing 3 clients. Employment is distributed among clerical, industrial and service clusters of occupations.

A complete listing of the 116 occupations in which clients worked is found in Table C, entitled Positions Held by Clients Since Rehabilitation Program at Curative Workshop, in the appendix. These occupations are arranged in D.O.T. order and show the wide variety of occupations which were then available to clients. Despite the face that 12 clients wound up janitors and 5 as dishwashers, a substantial number of clients found their way into a wide variety of much higher level jobs. This demonstrates that with full employment in the community, vocational rehabilitation does not have to lead to unskilled dead end jobs.

Table 53: The Eleven Jobs in Which Clients Most Frequently Secured Employment Following Rehabilitation (in rank order)

D.O.T.	Title	N
382.884	janitor	12
209.388	clerk-typist	7
810.884	welder	6
355.878	nurse's aide	6
206.388	file clerk	5
318.887	dishwasher	5
213.582	key punch operator	3
519.887	casting (foundry)	3
600.280	machinist	3
922.887	stockboy	3
906.883	truck driver	3
	Total	56

A more complete picture is given in Table 54 which shows both how clients were distributed throughout the occupational structure before they participated in vocational rehabilitation at Curative Workshop, and also their distribution in jobs secured after leaving Curative Workshop.

The table shows the 21 occupational groups in which clients had tended to be employed the most before participating in vocational rehabilitation at Curative Workshop. A complete listing is given in Table D in the Appdndix.

Column 2 shows how the employed labor force in the Milwaukee Standard Metropolitan Statistical Area was distributed on January 1, 1968, according to an estimate made by the Wisconsin State Employment Service. Column 3 shows in what occupations clients currently employed are to be found. In column 4 we have computed the prevalence of their employment in rate per thousand. In column 5 we have shown the occupations in which clients had been employed befor their rehabilitation program at Curative Workshop. More than one job is reported for many of the respondents. This column shows the extent and frequency of the jobs which the respondents entered throughout their work careers.

Finally, in columm 6 we have indicated the percentage of jobs held which fall in each occupational category. This ranges from a high of 16.7% for the category "Laborers, except farm and mine" to a low of 1.8% for "Farmers, and farm workers."

In general, the respondents tend to be found in the same occupations currently as previously.

Table 54: Rate of Distribution of Clients among Occupations in Milwaukee Presented in Rank Order According to Number Previously Employed

Occupations in Milwaukee SMSA	Estimated employment distributn. Jan.1, 1968	Number of post rehab. jobs	Clients rate per 1,000	Number of pre rehab. jobs	Per cent
Column 1	2	3	4	5	6
Laborers, except farm and mine	46,050	9	.20	73	16.7
Clerical & kindred workers, nec	48,386	6	.12	40	9.2
Drivers, bus, truck, & tractor	14,560	1	.07	31	7.1
Janitors & sextons	3,609	4	1.11	27	6.2
Other service workers, nec	13,226	4	.30	27	6.2
Steno, typists, & secretaries	23,254	7	.30	26	6.0
Machine tool operators, class B	11,822			20	4.6
Other operatives, nec	53,359	4	.07	18	4.1
Waiters & waitresses	7,722			18	4.1
Charwomen & cleaners	3,761	5	1.33	18	4.1
Other sales workers, nec	41,600			18	4.1
Skilled machining workers	7,401	2	.27	17	3.9
Welders & flame cutters	8,208	3	.36	15	3.4
Private household workers	8,710	2	.23	15	3.4
Attendants, hospital & other inst.	5,714	1	.12	15	3.4
Other mechanics & repairmen	15,976			13	3.0
Managers, officials, prop.,nec	40,787	1	.02	10	2.9
Office machine operators	6,537	3	.46	9	2.1
Sewers & stitchers, mfg.	2,537			9	2.1
Assemblers, metal working,class B	9,713	1	.10	8	1.8
Farmers & farm workers	5,400			8	1.8
Total				435	100.2

The jobs held by clients were also analyzed in terms of their position on hierarchies of complexity in each of 3 dimensions: data, people and things. The rationale and development of this approach is described in the Dictionary of Occupational Titles. *

Among post rehabilitation jobs, the greatest number of data related activities were in the area of Compiling (25.1%). Speaking-Signalling (10.9%) was the most frequent activity in the people related area, closely followed by Serving (9.8%). For interaction with things, Handling (20.8%) headed the list, closely followed by Manipulating (17.5%).

Table 55: Occupational Relationships to Data, People, and Things for Post Rehabilitation Jobs.

Data			People			Things		
	N	%		N	%		N	%
Synthesizing	2	1.1	Mentoring	0	0.0	Setting Up	4	2.2
Coordinating	9	4.9	Negotiating	1	.6	Precision Working	16	8.7
Analyzing	9	4.9	Instructing	2	1.1	Operating Controlling	10	5.5
Compiling	46	25.1	Supervising	4	2.2	Driving-Operating	7	3.8
Computing	4	2.2	Diverting	0	0.0	Manipulating	32	17.5
Copying	6	3.3	Persuading	4	2.2	Tending -	5	2.7
Comparing	1	.6	Speaking-Signalling	20	10.9	Feeding-Offbearing	3	1.6
			Serving	18	9.8	Handling	38	20.8
No Significant Relationship	106	57.9	No Significant Relationship	134	73.2	No Significant Relationship	68	37.2
Total	183	100.0	Total	183	100.0	Total	183	100.0

* U.S. Department of Labor, Manpower Administration, Dictionary of Occupational Titles 1965, Volumn 2, Appendix A, p. 649-50.

The pattern in the pre-rehabilitation jobs held was similar to the post rehabilitation group. Compiling (18.5%) was the most performed task in dealing with data. Analyzing (10.1%) was performed comparatively more often. Speaking-Signalling (10.5%) again was high in dealing with people, closely followed by Serving (8.5%). In working with things, Handling (22.9%) was the most frequently performed activity followed by Manipulating (14.2%).

Table 56: Occupational Relationships to Data, People and Things for Pre-Rehabilitation Jobs.

Data			People			Things		
	N	%		N	%		N	%
Synthesizing	1	0.2	Mentoring	0	0.0	Setting-up	23	5.3
Coordinating	18	4.1	Negotiating	0	0.0	Precision Working	42	9.6
Analyzing	44	10.1	Instructing	4	0.9	Operating Controlling	16	3.7
Compiling	81	18.5	Supervising	9	2.1	Driving Operating	35	8.0
Computing	11	2.5	Diverting	0	0.0	Manipulating	62	14.2
Copying	11	2.5	Persuading	16	3.7	Tending	16	3.7
Comparing	8	1.8	Speaking-Signalling	46	10.5	Feeding-Offbearing	6	1.4
			Serving	37	8.5	Handling	100	22.9
No Significant Relationship	262	60.0	No Significant Relationship	324	74.2	No Significant Relationship	136	31.1
Total	436	99.7		436	99.9		436	99.9

In the following table the post rehabilitation job group and the pre-rehabilitation job group are compared with respect to the most common task activities in each of the three areas of data, people, things. A chi square relationship was computed between the two groups. Although none are significantly related at the .05 level or better, a trend at less than a statistically significant level is suggested by the fact that in the post rehabilitation jobs, 25.1% are doing compiling as against only 18.5% in the pre-rehabilitation jobs. A possible factor to account for this is the impact of the clerical course in the vocational training program in preparing clients to enter the clerical field.

Table 57: Comparison of Two Client Job Groups by Data, People, Things Most Frequent Task Involvement Expressed in Percentage of Activities

	Post-rehab. jobs		χ^2	Pre-rehabilitation jobs	
	N	%		N	%
Data					
Compiling	46	25.1	3.009	81	18.5
People					
Speaking-Signaling	20	10.9	.00001	46	10.5
Serving	18	9.8	.147	37	8.5
Things					
Handling	38	20.8	.237	100	22.9
Manipulating	32	17.5	.829	62	14.2
Precision Working	16	8.7	.038	42	9.6

In Followup 81*, pages 22-24, we presented at some length an analysis of client work-force participation in terms of data-people-things task element involvement. We suggested that the occupational evaluation procedure could be improved by focusing on job sample tasks which measure the job tasks which the clients are performing in the world of work after they leave the agency. The findings of the current study supplement the earlier study and show that the most frequently performed tasks continue to be:

Data: Compiling

People: Speaking-signaling
Serving

Things: Handling
Manipulating

The advantage of the data-people-things analysis technique is that it reports on tasks performed irrespective of positions held. We continue to interpret this data as meaning that it would be desirable to revise job sample tasks and psychological appraisal to measure the attributes as listed above that the clients are most prone to use in the world of work.

* Overs, Robert P., Ph.D., and Day, Vicki, "Followup 81", Milwaukee Media for Rehabilitation Research Reports, Report no.6, Curative Workshop of Milwaukee, 1968.

In other words, job sample tasks could be developed to measure ability in compiling data, speaking and signaling to and serving people and handling and manipulating things.

It is also suggested that the work adjustment program and vocational training courses could be revised to incorporate as many as possible of these task elements. A list of suggested client task elements incorporating these tasks within the current agency structural and functional limitation is presented below:

DATA

Compiling (D.O.T. Definition)*

Gathering, collating, or classifying information about data, people or things. Reporting and/or carrying out a prescribed action in relation to the information is frequently involved.

Potential compiling job tasks within Agency framework.

Occupational Evaluation Lab.: Compiling information about job sample task performance, time and attendance records.

Work Adjustment Training: Compiling information about production standards, including time studies, material counts, quality control records.

Vocational Training: Compiling shop training and material records on training tasks completed, completion time, material used up and/or recycled.

PEOPLE

Speaking-signaling (D.O.T. Definition)

Talking with and/or signaling people to convey or exchange information. Includes giving assignments and/or direction to helpers or assistants.

Potential speaking-signaling tasks within Agency framework.

Giving instructions to people in helping them park their cars.

Guiding visitors to specific departments and to other buildings.

Messenger service between departments and between buildings.

Telephoning other clients to check on absenteeism.

Telephoning home bound patients.

*U.S. Department of Labor. Dictionary of Occupational Titles, Volume II, Occupational Classification, Third Edition. Washington D.C.: U.S. Government Printing Office, 1965, pp 649-50.

Serving (D.O.T. Definition)

Attending to the needs or requests of people or animals or the expressed or implicit wishes of people. Immediate response is involved.

Potential serving tasks within the Agency framework

Serving may overlap with the speaking-signaling category in which case experience could be gained in both categories at the same time.

Assisting in transporting patients between vehicles and the building.

Serving coffee to patients in the waitroom.

Serving meals to visitors, other clients and staff.

Introducing new clients to clients and staff.

Playing games with disabled children in the Children Center waiting room.

THINGS

Manipulation: (D.O.T. Definition)

Using body members, tools, or special devices to work, move, guide, or place objects or materials. Involves some latitude for judgement with regard to precision attained and selecting appropriate tools, object or material although this is readily manifest.

Potential manipulating tasks within Agency framework

Moving tables in the Adult Center Dining Room to different positions to meet the needs of different groups meeting there.

Moving supplies and furniture from one department to another.

Handling: (D.O.T. Definition)

Using body members, hand-tools and/or special devices to work, move or carry objects or materials. Involves little or no lattitude for judgement with regard to attainment of standards or in selecting appropriate tool, object or material.

Potential handling tasks within Agency framework

Similar to tasks listed under Manipulating above only requiring lesser degree of skill.

Specialized training and supervision is required in helping the clients carry out manipulating and handling tasks so they learn new and better ways to select and use correct tools and body positions. Otherwise, this will be merely busy work and they will learn nothing new from it. Selected vocational training instructors can help with the selection and use of tools. Physical therapists can teach the correct body positions utilized to minimize strain in lifting, carrying, pushing and pulling, etc.

In summary, the data suggests that more clients tend to enter jobs for which these kinds of experiences are preparatory than enter jobs requiring finger-

hand-arm manipulative and assembly skills which is what most of the currently used Occupational Evaluation Laboratory job sample tasks measure. Most of the work adjustment tasks consist of collating and packaging requiring primarily low level finger-hand-arm manipulative and assembly skills.

We believe that an evaluation and training program could be developed which would much more realistically prepare clients for the type of work tasks with which they will be confronted when they enter the employed labor force after completing their vocational rehabilitation program.

Client Occupational Status: Summary and Implications

Summary	Implications
49.3% of clients were currently employed. Of these 51.6% of the men and 45.6% of the women were employed. 6.1% of the total were in training including school. Thus a total of 44.6% unemployed remained.	Since clients enter a vocational rehabilitation program because of lack of employability, a successful occupational status for over half seems a reasonable achievement. Since these clients began the vocational rehabilitation program at a time of high local employment, it is probable that all who were employable and placeable would have been working.
Local employment rate was 3.4% at beginning of interviewing and 4.1% at end of interviewing.	However, the beginning of the recession likely had an impact on the client rate of employment.
7% of the clients had worked in sheltered employment; 2% in both competitive and sheltered.	Sheltered employment has a small but useful place in vocational rehabilitation.
Three-fourth's of the clients had worked at some time since leaving the Curative Workshop vocational rehabilitation program.	The 24.3% who have not worked since participating in the vocational rehabilitation program contain some for whom screening to determine whether or not they could be trained for employment was the only function of the vocational program. These should not be debited against the success rate of the total group.
Many of the employed clients held more than one job sequentially after leaving the vocational rehabilitation program.	Learning how to secure jobs and receiving efficient placement help is a very important part of the vocational rehabilitation process.
Best employment outcome was held by the single, the married, and the divorced in that order.	Marital status encompasses so many other variables that interpretation is unwarranted.
Of the group which had no post rehabilitation employment, the married outnumbered the single by almost 2 to 1.	
The clients with hearing impairments fared best, followed by the mentally retarded and the psychoneurotic. Those with orthopedic disabilities and character disorders have less employment.	The numbers of clients involved in each category are so small that generalizations are unwarranted. It is very difficult to group the impairments into larger categories which are meaningful.

Client Occupational Status Continued

Summary	Implications
Among those who have never worked since rehabilitation, about one-third are in the mentally ill group. One-fourth are in a cardiac-circulatory disease group. The 4 clients who have never worked either before or after vocational appraisal and/or vocational rehabilitation are women.	It is easier to identify the impairment groupings which cannot work than those which can work. The non-work role is still more acceptable for women than men.
The point biserial correlation between the employed post rehabilitation but not now group and the no post rehabilitation employment group with age as the variable is -.45.	Age increases placeability problems.
The point biserial correlation between the currently employed and the no post rehabilitation employment group with age as the variable is -.43.	
The point biserial correlation between the employed now or at some time since rehabilitation and the no post rehabilitation group is -.39.	
The point biserial correlation between the currently employed and the employed post rehabilitation but not now is .02.	Age is not a factor in whether employment is retained.
49% of the white clients as against 47% of the Negro clients are employed.	There is no overt evidence of discrimination on the basis of race among this particular group of clients.
Three-fourth's of the jobs secured were full time and only one was on a shift other than the first shift.	The placement department is doing selective placement by placing clients in substantial jobs, not just the most available jobs and/or the clients themselves are seeking and finding such jobs.
Less than 3% of the clients were paid on a piece work or commission basis.	It is not necessary to inform clients about incentive plans in the job orientation training. The use of piece work in the Work Adjustmmnt program is not realistically related to the type of payment clients will receive in industry.

Client Occupational Status Continued

Summary	Implications
Client hourly wages ranged from $0.12 through $5.85. Mean was $2.11. This compares with a mean of $1.92 found in the Followup-81 (Oct., 1968) study and a mean of $2.00 found in the Annual Report of the Curative Workshop Training Service Grant Program report, May, 1969.	Clients' wages are increasing with the general rise in the wage structure.
Most frequently obtained jobs were: janitor-12; clerk-typist-7; welder-6; nurse's aide-6; file clerk-5; and dishwasher-5.	This is a reasonably wide distribution. Clients are not being funneled into a limited number of job choices.
Using the Dictionary of Occupational Title's Data-People-Things analysis, we find that one-fourth of the jobs involved compiling, about one-tenth speaking-signalling, and another one-tenth involved serving. 17.5% involved manipulating and 20.8% handling.	There are discernable trends in the job tasks which clients perform irrespective of positions held. Job sample tasks should be revised to increase evaluation of ability to perform these task elements. Work Adjustment and Vocational Training should be revised to train for these task elements.
In post rehabilitation jobs, 25.1% are doing compiling as against only 18.5% in the pre-rehabilitation jobs. (X^2 = 3.009, not significant at .05 level.)	Perhaps this data reflects the impact of the clerical training program in preparing clients to enter the clerical field.

CHAPTER 6

JOB SATISFACTION

If we had not already had such a long interview schedule, it would have been desirable to have incorporated as our measure of job satisfaction the short form of the highly developed Minnesota Satisfaction Questionnaire.* However, even the short form is comprised of 20 items with five step choices each. The reader especially interested in job satisfaction measurement is referred to the extensive Minnesota Studies.

To measure job satisfaction we asked for client self reports on ten questions, nine of which offered a choice among "like", "dislike" and "not applicable"; the last question gave the client a choice among "more", "equal" or "less".

Table 58 following shows in rank order the degree to which questions designed to measure job satisfaction are significantly related to each other. This is important because if a followup is being carried on by postcard, where space is at a premium, the researcher may select the question with the greatest number of significant relationships with other questions. This will maximize his chances of tapping the broadest dimension of job satisfaction available within the range of the questions by asking one.

In this case the question "Is your family satisfied for you to work at this job?" had a significant relationship with eight other questions.

The question "Would you leave this job for less money on another job?" had a significant relationship with only two other questions: "Do you like the company you work for?" and "Is this the kind of job you want?". "Would you leave this job for less money on another job?" apparently measures a narrower dimension of job satisfaction or was not a well-understood question.

What the client's family thinks of the job is closely related to how the client perceives it. A conflict is created in those cases where a job suited to the client's abilities is judged by the family to be of an unacceptably low status. The implication is that working with and obtaining the cooperation of the family is essential for client job satisfaction. (A description of a casework approach to gaining the cooperation of families of clients in a work adjustment program is to be found in "A Prevocational and Social Adjustment Program for Educable Retarded Adolescents: A Pilot Project," Milwaukee Media for Rehabilitation Research Reports, Number 10, January 1971, Chapter 4.)

*David J. Weiss, Rene V. Dwais, George W. England and Lloyd H. Lofquist, Manual for the Minnesota Satisfaction Questionnaire, Minnesota Studies in Vocational Rehabilitation: XXII, Bulletin 45, October, 1967, p. 111.

Table 58: Interrelation of Job Satisfaction Responses

Response	Number of other job satisfaction responses with which each response has a statistically significant relationship
Is your family satisfied for you to work at this job?	8
Do you like the company you work for?	7
Is your job important?	7
Is this the kind of job you want?	7
Are you satisfied with the pay you receive?	7
In comparison to your fellow employees, how satisfied are you with your job? More satisfied than fellow employees	6
Do you like your immediate supervisor?	4
Do you like your fellow workers?	4
Do you feel you would be able to advance in your job?	4
Would you leave this job for less money on another job?	2

Chi squares and levels of significance for inter-item relationships are shown in Table E in the Appendix.

Job Satisfaction in Post Rehabilitation Competitive Employment

All post rehabilitation positions were included whether currently held or previously held and left. The unit considered was the position, not the client, so there are more positions reported than clients.

In Table 59 below, the forced choice response options of "like", "dislike" and "not applicable" were offered on the first three questions. In rank order clients liked best fellow-workers (88.7%), the company (83.6%) and the supervisor (78.6%). Studies dealing with job satisfaction have over the past 31 years, yielded percentages of dissatisfaction ranging from 9 to 92%. During recent years the median has remained a consistent 13% (Robinson et al., 1966).

Table 59: Job Satisfaction in Competitive Employment Post Rehabilitation

	Like	%	Dislike	%	Not applicable	%	Total	%
Fellow-workers	157	88.7	5	2.8	15	8.5	177	100.0
Company	148	83.6	23	13.0	6	3.4	177	100.0
Supervisor	139	78.6	25	14.1	13	7.3	177	100.0
	Yes		No		Uncertain			
Jcb important	134	75.7	38	21.5	5	2.8	177	100.0
Family satisfied	132	74.6	26	14.7	19	10.7	177	100.0
Pay satisfaction	101	57.1	73	41.2	3	1.7	177	100.0
Job wanted	92	52.0	75	42.4	10	5.6	177	100.0
Advance	69	39.0	92	52.0	16	9.0	177	100.0
Leave for less money	62	35.0	102	57.7	13	7.3	177	100.0
	More		Equal		Less			
Satisfied as fellow workers	24	13.6	113	63.8	40	22.6	177	100.0

Job Satisfaction: Summary and Implications

Summary	Implications
The job satisfaction question "Is your family satisfied for you to work at this job?" had a significant relationship with eight of the other nine questions.	This question could be used on a post-card questionnaire followup to tap the broadest dimension of job satisfaction within the structure of the ten questions asked. It also documents the urgency of involving the family in the vocational rehabilitation planning.
Clients liked best fellow-workers (88.7%), company (83.6%) and supervisor (78.6%) in that order.	This is close to the median job satisfaction figure of 87% reported for many studies over recent years.

CHAPTER 7

REASONS FOR LEAVING EMPLOYMENT

Of a total of 183 jobs held since clients left the Curative Workshop 108 terminated for reasons specified in the Table below. The unit of analysis is the number of jobs rather than the number of clients. About one-tenth were discharged for medical reasons, which is clearly understandable for this group of clients. That one-quarter were fired suggests the need for follow through counseling to help them adjust to their jobs. It is the goal of vocational rehabilitation to improve the adjustment of the client to the job through training, attitude change and selective placement. The extent to which firings are the fault of employers is a largely uncontrollable factor.

Of the 108 jobs from which clients were separated, slightly over one-quarter quit. Of the quit group, we do not know for how many this was in order to take a better job and for how many it was a termination of an unsatisfactory situation. That only about 14% were layed off suggests that economic events were a less crucial factor than clients' adjustment.

In Table 60, following, reasons for leaving employment when only one job had been held are contrasted with reasons for leaving when two or more jobs had been held. Jobs were quit more frequently when two or more jobs were held by a ratio of almost 2:1, (χ^2 = 7.058 Sig. 0.01) indicating either that the quit was to move into another job or that the employee realistically felt that he had a good chance of obtaining another job or that some clients had a quit pattern. In any event for only three who quit was this their only job.

Slightly more who were fired had had only one job rather than two or more (approximately 6:5). Layed off percentages for each group were about the same. Almost three times as many discharged for medical reasons held only one job rather than two or more jobs.

Table 60: Reasons for Leaving Competitive Employment When Client Held More Than One Competitive Job

	One Job			χ^2	Sig.	Two or more jobs			Total		
	N	%	%			N	%	%	N	%	%
Quit	3	18.8	9.4	7.058	.01	29	31.5	90.6	32	29.6	100.0
Fired	5	31.2	17.9	1.853	-	23	25.0	82.1	28	25.9	100.0
Layed off	2	12.5	13.3	1.481	-	13	14.2	86.7	15	13.9	100.0
Medical	4	25.0	36.4	.001	-	7	7.6	63.6	11	10.2	100.0
Other	2	12.5	9.1	-	-	20	21.7	90.9	22	20.4	100.0
Total	16	100.0				92	100.0		108	100.0	

Reasons for Leaving Employment: Summary and Implications

Summary	Implications
About 1/10 of the clients were discharged for medical reasons.	This is attributable to the many impairments of this client group.
About 1/4 were fired.	Documents the need for follow through counseling to help in job adjustment.
About 30% quit.	No useful inference can be drawn from this. For some quitting means improving their occupational status; for others it is a failure.
About 14% were layed off.	Suggests that economic events were a less crucial factor than clients' adjustment.
There were differences in why clients left jobs when it was the only job held as against when two or more jobs had been held.	
Jobs were quit more frequently when two or more jobs were held (χ^2 = 7.058 Sig. 0.01).	Further study is indicated to analyze this in more detail.
Almost three times as many discharged for medical reasons held only one job rather than two or more jobs.	Discharge for medical reasons is more occupationally disasterous than discharges for other reasons. Further comprehensive rehabilitation is probably indicated in these cases.

CHAPTER 8

CLIENT JOB HUNTING PROCEDURES

The data in this chapter suffers from clients' inability to remember and report all their job hunting activity. It requires persistence in interviewing to elicit poorly remembered job hunting efforts. Because of this we suspect that client effort in job hunting is probably systematically undereported.

There were two dimensions of interest for us: the method of contacting the employer and the sources of information about jobs. We hypothesized four possible methods of contacting employers: in person, by telephone, by letter and by sending resumes. An enumeration of the number using each of the first 3 are shown in the following tables; no client reported having sent a resume.

Methods of contacting employers are reported for two client groups: the currently employed and those who held more than 1 post rehabilitation job.

Of the currently employed only 8 (6.9%) had applied to employers without prior knowledge that a job was available,and of these only one had sent a letter. The remainder had all applied for a specific job known to be available. Of these, most applied in person; only 4 telephoned and 1 wrote a letter.

Table 61: Method of Job Hunting - Currently Employed (116 jobs)

	Method of Contacting Employer							
	In person		By phone		By letter		Total	
Source of information and/or referral	N	%	N	%	N	%	N	%
Applying to employer without prior knowledge that a job was available (cold canvass)	7	6.4%	0	0.0%	1	50.0%	8	6.9%
Applying to employer with prior knowledge that a job was available	103	93.6%	4	100.0%	1	50.0%	108	93.1%
Total	110	100.0%	4	100.0%	2	100.0%	116	100.0%

The job hunting pattern of the clients who held more than one post rehabilitation job was essentially the same as the currently employed group. The data had been grouped separately to see whether clients who secured more jobs used different methods of contacting employers.

Table 62: Method of Job Hunting - More Than One Post Rehabilitation Job (129 jobs)

Source of information and/or referral	Method of Contacting Employer							
	In person		By phone		By letter		Total	
	N	%	N	%	N	%	N	%
Applying to employer without prior knowledge that a job was available (cold canvass)	11	8.9%	1	20.0%	1	100.0%	13	10.0%
Applying to employer with prior knowledge that a job was available	112	91.1%	4	80.0%	0	0.0	116	89.9%
Total	123	100.0%	5	100.0%	1	100.0%	129	99.9%

Two-third's of the clients applied for jobs which they knew were available as against one-third who cold canvassed. They were more likely to telephone if they knew that a job was available, letter writing was primarily confined to applying for jobs known to be available.

Clients failed to use an "institutional" advertising approach in bringing themselves to the attention of employers. They neither sent resumes nor did they send letters unless they knew a job was available.

Table 63 : Method of Job Hunting (All Post-Rehab. Jobs - 198)

Source of information and/or referral	Method of contacting employer								
	In person			By telephone			By letter			Total		
	N	%	%	N	%	%	N	%	%	N	%	%
Applying to employer without prior knowledge that a job was available (cold canvass)	480	36.4	95.8	20	16.0	4.0	1	2.9	0.2	501	33.9	100.0
Applying to company with prior knowledge that a job was available	839	63.6	85.8	105	84.0	10.7	34	97.1	3.5	978	66.1	100.0
Total	1319	100.0		125	100.0		35	100.0		1479	100.0	

Table 64 : Ways of Finding Out About Job Openings As Related to Methods of Contacting Employers - Currently Employed (120 jobs)

Ways of finding out about job openings	Methods of Contacting Employers							
	In person		By phone		By letter		Total	
	N	%	N	%	N	%	N	%
Newspaper ad	25	24.3	1	25.0	1	100.0	27	25.0
Other	20	19.4	2	50.0			22	20.4
Information from friends, relatives or acquaintances	18	17.5					18	16.7
Curative Workshop of Milwaukee	17	16.5					17	15.7
Wis. Div. of Voc. Rehabilitation	7	6.8					7	6.5
Wis. State Employment Service	6	5.8	1	25.0			7	6.5
A social or welfare agency,n.e.c.	4	3.9					4	3.7
Signs, or bulletin board placards about job either inside or outside building	3	2.9					3	2.8
Radio advertising	1	1.0					1	.9
Information from public sources--bar, barber shop, restaurant	1	1.0					1	.9
Private employment service (profit)	1	1.0					1	.9
Total	103	100.1	4	100.0	1	100.0	108	100.0

Of those clients who are currently employed, newspaper ads were the most frequent (25%) source of reference for locating job openings. About 17% of the clients found jobs through personal contact (i.e. friends, relatives, etc). Nearly all of the clients who discovered job positions through newspaper ads applied in person as did those who had received word of possible employment through friends or relatives. The incidence of personal applications as indicated in these figures and substantiated by the above table suggest a trend among the clients, namely, that they generally prefer to contact an employer in person rather than by telephone or correspondence.

Other public information (radio, bulletin boards, hearsay) was rarely a channel of information concerning job openings.

Table 65: Ways of Finding Out About Job Openings As Related to Methods of Contacting Employers - More Than One Post-Rehab. Job (130 jobs)

Ways of finding out about job openings	Methods of Contacting Employers							
	In person		By phone		By letter		Total	
	N	%	N	%	N	%	N	%
Newspaper ad	27	24.1	1	25.0			28	24.1
Information from friends, relatives or acquaintances	26	23.2					26	22.4
Other	16	14.3	2	50.0			18	15.5
Curative Workshop of Milwaukee	13	11.6					13	11.2
Wis. State Employment Service	12	10.7	1	25.0			13	11.2
Wis. Div. of Voc. Rehabilitation	6	5.4					6	5.2
A social/welfare agency, n.e.c.	5	4.5					5	4.3
Radio advertising	2	1.8					2	1.7
Signs, or bulletin board placards about job either inside or outside building	2	1.8					2	1.7
Private employment service (non-profit)	1	.9					1	.9
Private employment service (profit)	1	.9					1	.9
Information from public sources-bar, barber shop, restaurant	1	.9					1	.9
Total	112	100.1	4	100.0			116	100.0

For clients who have held more than one job after rehabilitation, newspaper ads were the principle means of discovering job openings (24%) along with leads obtained from friends and relatives (22%). All but one of the clients answered a newspaper ad in person, while all of the clients seeking employment on the basis of information gained from friends or relatives contacted the prospective employer in person. The Curative Workshop and the Wisconsin State Employment Service ranked equally (11% each) as a significantly helpful source of finding employment while other public sources of information such as other employment agencies, signs, radio advertisements, etc., were seldom instrumental as information channels.

Table 66: Ways of Finding Out About Job Openings As Related to Methods of Contacting Employers - All Post Rehab. Jobs. (198 jobs)

Ways of finding out about job openings	Method of Contacting Employers							
	In person		By phone		By letter		Total	
	N	%	N	%	N	%	N	%
Newspaper ad	447	53.3	100	95.2	25	73.5	572	58.5
Information from friends, relatives or acquaintances	176	21.0	5	4.8	9	26.5	190	19.1
Wis. State Employment Service	96	11.4					96	9.8
A social/welfare agency, n.e.c.	30	3.6					30	3.1
Other	29	3.5					29	3.0
Private employment service (profit)	25	3.0					25	2.6
Signs, or bulletin board placards about job either inside or outside building	10	1.2					10	1.0
Curative Workshop of Milwaukee	9	1.1					9	.9
Wis. Div. of Vocational Rehab.	6	.7					6	.6
Union or professional organiz.	4	.5					4	.4
Information from public source-bar, barber shop, restaurant	3	.4					3	.3
Private employment service (non-profit)	3	.4					3	.3
Radio advertising	1	.1					1	.1
Total	839	100.2	105	100.0	34	100.0	978	100.0

In this table, which reports overall post-rehabilitation employment, newspaper ads and information gained from personal contacts rank high (59% and 19% respectively) as potential channels of informatinn concerning job opportunities In these areas, clients utilized all means of contacting employers although personal contact was the major method, while in all the other categories only personal applications were made. Of 572 responses to newspaper ads, 447 responses were made in person, 100 by phone and 25 by letter. Of the 190 job openings discovered through friends or relatives, 176 were responded to in person, five by phone and nine by letter. The Wisconsin State Employment service was significantly helpful (9.8%) in finding employment for clients.

Table 67: Ways of Finding Out About Job Openings As Related to Methods of Contacting Employers - Pre-rehabilitation Jobs (120 clients)

Ways of finding out about job openings	Methods of Contacting Employers							
	In person		By phone		By letter		Total	
	N	%	N	%	N	%	N	%
Information from friends, relatives or acquaintances	157	42.0	5	19.2	2	16.7	164	39.8
Newspaper ad	155	41.4	21	80.8	10	83.3	186	45.1
Wis. State Employment Service	25	6.7					25	6.1
Other	13	3.5					13	3.2
A social/welfare agency, n.e.c.	5	1.3					5	1.2
Private employment service (profit)	5	1.3					5	1.2
Signs or bulletin board placards about job either inside or outside building	4	1.1					4	1.0
Information from public sources--bar, barber shop, restaurant	3	.8					3	.7
Wis. Div. of Voc. Rehabilitation	3	.8					3	.7
Curative Workshop of Milwaukee	2	.5					2	.5
Private employment service (non-profit)	2	.5					2	.5
Total	374	99.9	26	100.0	12	100.0	412	100.0

Before participating in Rehabilitation, clients most frequently relied on their relatives and friends (about 40%) and on newspaper ads (45%) in their search for employment. Only in these two areas did clients use all means of contacting an employer. Of the 164 client responses after receiving information from friends or relatives, 157 were in person, five by telephone, and two by letter. Of the 186 responses to newspaper ads, 155 were responded to in person, 21 by phone and ten by letter. In all other categories, personal contacts only were utilized as a means of job application.

Client Job Hunting Procedures: Summary and Implications

Summary	Implications
Eight (6.9%) of currently employed clients had cold canvassed for jobs. The remainder knew a job was available. Only four applied by telephone and one by letter; the remainder went in person.	For this group jobs have primarily been secured by applying in person for a job known to be available. We do not know how many additional jobs could have been secured by more cold canvassing, in person, by telephone and by letter.
The pattern of those with more than one post rehab. job was essentially the same.	Having secured more than one post rehab. job is not attributable to different methods of contacting the employer.
The pattern in the method of contacting employers was different for the all post rehab. job hunting group. This data was comprised of all post rehab. job hunting activities on the part of those who finally got jobs. From this job hunting approximately one job was secured for each seven reported attempts.	
In this group about 1/3 cold canvassed and of the cold canvassing that was done 20 (4%) was done by telephone, one letter was written and the rest were personal visits. Of those applying for a job known to be available 105 (10.7%) telephoned and 34 (3.5%) wrote letters.	Our data does not tell us the effectiveness of cold canvassing, telephoneing or writing letters. In future research, working more intensively with a smaller sample is suggested, including having clients keep job hunting dairys and report regularly to avoid under-reporting from forgetting.
In ways of finding out about job openings, the currently employed used newspaper ads (25%) information from friends etc. (16.7%). Placement efforts of Currative Workshop (15.7%), DVR (6.5%) and WSES (6.5%) were relatively important with this group.	Of the currently employed clients, 28% have secured their jobs through the combined efforts of Curative Workshop, DVR and WSES suggesting that these placement services are effective in placing clients in jobs in which they will be found one year later.
Group with more than one post-rehab. job secured slightly more information through friends etc. (22.4%) and WSES (11.2%).	Making the tentative assumption that having secured more than one job is partially the result of better information about job availability, friends etc. and WSES appear to be good sources of information.
The all post rehab. jobs group and the pre-rehab. job hunting relied much more heavily on newspaper ads as sources of information.	The number of jobs secured by means of newspaper ads probably is greater for this group in a tight labor market.

CHAPTER 9

AVOCATIONAL PARTICIPATION

The currently employed clients tended to belong to significantly more organizations as a group than did the clients who had no post rehabilitation employment. Seventy-three currently employed clients reported belonging to a total of 81 organizations whereas the 36 post rehabilitation unemployed clients belonged to only 19 organizations. ($X^2 = 9.14$ Sig. = 0.01)

The data may be interpreted in several ways. Employed persons have more money with which to join and meet the social requirements of organizations. Employed persons have more work related organizational opportunities. Employed persons may be more interested in or adept at belonging to organizations. A reverse interpretation is that people who belong to organizations have more contacts and information which leads to getting jobs.

An implication might be made that the vocational rehabilitation job orientation program should include orientation on how to join and the usefulness of belonging to organizations.

Table 68: Organizations and Employment

	Currently employed	No post rehab. employ.	Total
Number of clients	73	36	148
Number of organizations joined	81	19	133
Mean no. of organizations per client	1.110	0.528	0.898

In Table 69 following, ten most frequently chosen avocational activities are compared with employment outcome. Reading and literature appreciation were chosen by all clients as the most frequent avocational activity with social organizations in tenth place.

Differences between the currently employed group and the no post rehabilitation employment group in their avocational choice were measured by a chi square test with the employed group significantly higher in music appreciation at the .02 level of significance.

Table 69: The Ten Most Frequently Chosen Avocational Activities and Employment

Code	Title**	Currently employed N	Currently employed %***	X^2 *	Level of signi-ficnnce	No post rehab. employ. N	No post rehab. employ. %***	Employed post rehab. but not now N	Employed post rehab. but not now %***	Total N	Total %***
63	Reading-literature appreciation	96	131.5	.68	.50	41	113.9	54	138.5	191	129.1
61	TV watching	65	89.0	.23	.70	29	80.6	36	92.3	130	87.8
83	Religious organizations	42	57.5	3.75	.10	11	30.6	26	66.7	79	53.4
60	Radio listening	37	50.7	1.77	.20	13	36.1	27	69.2	77	52.0
64	Music appreciation	27	37.0	5.92	.02	5	13.9	12	30.8	44	29.7
15	Team sports	11	15.1	.70	.50	3	8.3	4	10.3	18	12.1
11	Indiv. non-comp. sports	7	9.6	.88	.50	2	5.6	8	20.5	17	11.5
43	Interlacing crafts	11	15.1	1.45	.30	2	5.6	4	10.3	17	11.5
24	Fishing, trapping	11	15.1	1.27	.30	3	8.3	2	5.1	16	10.8
85	Social organizations	10	13.7	.61	.50	3	8.3	3	7.7	16	10.8

* X^2 goodness of fit test between the currently employed group vs. the no post rehabilitation employment group. Expected frequency based on the per cent of the total sample.

** Avocational Activities have been classified and coded according to the Avocational Activities Inventory, developed by the Curative Workshop Research Department under RSA Grant No. 2537-P. This is Report. No. 5 (June 1968) in the Milwaukee Media for Rehabilitation Research Reports series. Free copies available from Curative Workshop Research Department.

*** Percentages may be over 100.0% due to multiple participation in specific categories which are listed under the same general heading.

Avocational Participation: Summary and Implications

Summary	Implications
Currently employed clients belong to 81 organizations compared with the clients with no post rehabilitation employment who belong to only 19. (χ^2 = 9.14 Sig. = .01)	This may be interpreted in several ways. For vocational rehabilitation purposes the usefulness of belonging to organizations as a way to secure job contacts is an idea that might be incorporated in the job orientation training.
The ten most chosen avocational activities are: Reading - literature appreciation TV watching Religious organizations Radio listening Music appreciation Team sports Individual non-comp. sports Interlacing crafts Fishing, trapping Social organizations	In general passive activities are chosen more frequently than active activities.
In comparing the choices of the currently employed with the no post rehab. employment group we find that the number of choices made by the employed group exceeded that of the unemployed in every category. In music appreciation the difference reached the .02 level of significance.	The employed group tend to also be more active in avocational activities. Activity programs for the unemployed disabled may help retain employment.

CHAPTER 10

CLIENTS' EVALUATION OF REHABILITATION EXPERIENCES

A cluster of nine questions were focused on the clients' reaction to their participation in the occupational program of the Curative Workshop. These questions were asked last during the interview. In contrast to the highly structured character of the rest of the interview schedule, these questions, except for the second, were open ended. The first question asked was "The most important person to me at Curative Workshop was _____." Table 70 shows the data uncorrected for number of clients enrolled in each activity.

Table 70 : Clients' Opinions as to the Most Important Person for Them at Curative Workshop (Presented in Rank Order)

Most important person	Male	Female	Sex not indicated	Total N	Total %
Occupational evaluators	23	16	9	48	44.0
Vocational training instructors	10	9	1	20	18.3
Work adjustment	6	4	4	14	12.8
Counselor, undifferentiated			8	8	7.3
Social worker		5		5	4.6
Client	2	2		4	3.7
Physical therapist		1	2	3	2.8
Occupational therapist		2		2	1.8
Intake interviewer		2		2	1.8
Placement counselor	1			1	.9
Psychologist		1		1	.9
DVR counselor	1			1	.9
Subtotal	43	42	24	109	99.8
No opinion expressed				36	
Unclassified				3	
Total				148	

Table 71 following corrects for the number of clients participating in the different programs and summarizes the data by the three programs. Only the three highest choices were compared.

Of clients enrolled in Vocational Training, 60.6% chose Vocational Training instructors as the most important person. Of clients enrolled in the Work Adjustment program, 40.0% chose Work Adjustment counselors as most important person, and of clients participating in Occupational Evaluation, 41.7% chose the Occupational Evaluators as the most important person. The differences were not statistically significant at the .05 level (X^2 = 4.09; sig. = .20).

Table 71 : Clients' Opinions as to Most Important Person for Them in Three Departments at Curative Workshop, Corrected for Number Participating in Each Department

Most important person	Client unadjusted choices		Departmental enrollment			% clients who were in dept. who picked dept. as most imp.
	N	%	Dept.	N	% clients in dept.	
Occupational evaluator	48	58.5	OEL	115	77.7	41.7
Vocational training instructor	20	24.4	Voc. trng.	33	22.3	60.6
Work adjustment counselor	14	17.1	Work adj.	35	23.6	40.0
Total for three departments	82	100.0				

The respondent was then asked to choose, from among a number of roles, the one which he thought this person was occupying.* The question asked was "He/she was most like a:

sister	friend	teacher	uncle
priest or minister	mother	brother	policeman
father	aunt	boss	other

Except for the choice of "other" the place on this list was determined randomly. These role options were typed on a card and the client was asked to read the card and then make his choice. If there was any reading difficulty the interviewer read the choices to him.

The choices of "friend" and "teacher" dominated the scene with "friend" leading by 5 to 3. Other clients might be most appropriately viewed as "friends." Eliminating the four per cent of respondents who cited other clients as the most important, it is clear that "friend" was the role in which the clients saw the majority of staff members.

*The dichotomy between instrumental and expressive roles is relevant here. See Parsons and Bales, Family, Socialization and Interaction Process, Free Press, 1955, Chap. 6, "Role Differentiation in the Nuclear Family-A Comparative Study", p. 307. Some additional work has been started in this direction which we hope to report on later.

The second most chosen role was that of "teacher", which is appropriate since the vocational training instructors are indeed "teachers". Four per cent of the respondents saw staff members in the role of a "boss". Nine respondents (7.3%) saw the most important person in the role of a family member.

Table 72: The Most Important Person to Me at Curative Workshop was _____. He/She was Most Like a:

	N	%
Friend	68	54.9
Teacher	37	29.8
Boss	5	4.0
Mother	4	3.2
Other	4	3.2
Father	2	1.6
Brother	2	1.6
Sister	1	0.8
Policeman	1	0.8
Priest or Minister	0	-
Uncle	0	-
Aunt	0	-
TOTAL	124	99.9

A parallel question asked "The most important person to me in any job I have held since leaving Curative Workshop is (was):_____." As might be expected the immediate supervisor was chosen almost three-fourths of the time. This documents the commonly held belief that the type of supervisor the rehabilitated client works under will be instrumental in the client's success or failure. However, that people not involved in the work were considered the most important for about eight per cent of the clients suggests a role for a follow-through counselor who can meaningfully help some clients, although he is not directly involved in the work situation.

Table 73: The Most Important Person to Me in Any Job I Have Held Since Leaving Curative Workshop is (was):

	N	%
Immediate Supervisor	56	73.7
A Coworker	10	13.2
People not Involved in the Work	6	7.9
Some Other Person in Management	4	5.3
TOTAL	76	100.1
No Opinion Expressed	36	
No Job	36	

The respondent was again given the card with the list of roles described above and asked to indicate in which role he perceived this person. Almost half perceived the most important person in the role of a friend and one quarter in the role of boss. Since the immediate supervisor was chosen by almost three-fourths as the most important person, supervision must have been benign and friendly in the majority of cases. Thirteen respondents (16.7%) viewed the most important person in the role of a family member. See the following table.

Table 74: The Most Important Person to Me in Any Job I Have Held Since Leaving Curative Workshop is (was): . He/She was Most Like a:

	N	%
Friend	38	48.7
Boss	21	26.9
Father	7	9.0
Teacher	4	5.1
Sister	2	2.6
Mother	2	2.6
Priest or Minister	1	1.3
Aunt	1	1.3
Brother	1	1.3
Other	1	1.3
Uncle	0	-
Policeman	0	-
TOTAL	78	100.1

The remaining six questions were grouped under the heading "Curative Workshop Activities and Experiences." The same methodological problems affect the interpretation of all of the remaining questions. The focus was on activities, not on the departments in which they occurred. Thus a mechanical activity might have been encountered either in the occupational evaluation laboratory or in one of the vocational training courses. Interpersonal relations were experienced by all. On the other hand, some experiences such as those indicated under "work adjustment" would only have been encountered in the Work Adjustment Department and some clients may never have been in this department.

The respondent was asked to specify the "most important activity", "the least important activity", "the best experience" and "the worst experience" at Curative Workshop. The responses were assigned to categories developed empirically after all the responses had been studied. The categories and distribution are presented below.

The activities which the clients thought most and least important are reported in the following table. It is clear that there is a marked disagreement among clients as to what is and is not important. Thus while mechanical and electrical are rated by one-fifth of the clients as the most important activity, one-fifth of the clients rate it as the least important.

This suggests that the opinion of clients with respect to what they consider important in the program should be obtained before they enter a vocational rehabilitation program because there seems little point to exposing them to activities which they do not feel are important.

Table 75: Clients' Opinions as the Most and Least Important Activities at Curative Workshop

Most Important N	Most Important %	Activity	Least Important N	Least Important %
20	20.2	Mechanical and electrical activities	14	21.5
13	13.1	Clerical activities	12	18.5
6	6.1	Graphic arts activities	3	4.6
4	4.0	Maintenance and janitorial activities	2	3.1
13	13.1	Psychological appraisal	10	15.4
12	12.1	Work adjustment	12	18.5
13	13.1	Interpersonal relations	3	4.6
5	5.1	Intrapersonal change	0	0.0
3	3.0	Physical restoration activities	2	3.1
10	10.1	Miscellaneous	4	6.2
0	0.0	Nothing Important	3	4.6
*(26)	-	No opinions expressed	*(56)	-
99	99.9	Total	65	100.1

*Not included in Total or %'s.

The "none (nothing was important)" was primarily comprised of responses from respondents who were unable to distinguish one activity as being more important than another. However, a few of these responses reflected the apparent respondent opinion that the whole thing was worthless. No record was made of how many clients were exposed to each experience.

In reviewing the following table it is again evident that clients vary greatly in their perception of experiences at Curative Workshop as good and bad. It is gratifying that 28 found interpersonal relations a best experience as against 11 who found it a worst experience. If there is one generic goal for rehabilitation programs it is that the interpersonal experiences encountered by clients should as far as possible be good ones. However, when clients interact with other clients this sometimes is out of the control of the staff.

In those responses included under the category "psychological appraisal" it was sometimes difficult to determine whether the respondant was referring to psychological testing carried on in the psychology department or the occupational evaluation laboratory program. However, the client is responding to his feeling about being evaluated in either case.

Table 76: Clients' Opinions as Their Best and Worst Experiences at Curative Workshop

Best Experience N	Best Experience %	Activity	Worst Experience N	Worst Experience %
28	29.5	Interpersonal relations	11	22.9
10	10.5	Psychological appraisal	8	16.7
4	4.2	Intrapersonal change	1	2.1
9	9.5	Work adjustment	1	2.1
15	15.8	Mechanical and electrical equipment activities	4	8.3
4	4.2	Clerical activities	3	6.2
3	3.2	Graphic arts activities	2	4.2
2	2.1	Maintenance and janitorial activities	2	4.2
4	4.2	Physical restoration activities	1	2.1
5	5.3	Everything	1	2.1
11	11.6	Miscellaneous	14	29.2
*(29)	-	No opinion expressed	*(67)	-
95	100.1	Total	48	100.1

*Not included in Total or %'s

The two questions about what was lacking and what clients would like to see changed at Curative Workshop elicited such similar response categories that they were combined in the following table. The theme that interpersonal relations is of prime importance shows up in this table as it did in the previous table listing best and worst experiences. In the table below almost 30% of the clients see better interpersonal relations as needed in responding to each of the two questions.

More space, equipment and staff ranks next and fortunately, this need will be more nearly met by the current building expansion plan.

Table 77: Client's Opinions as to What was Lacking and What They Would Like to See Changed at Curative Workshop

What was lacking		Activity	What should be changed	
N	%		N	%
17	29.3	Interpersonal relations	19	28.8
11	19.0	More space, equipment and staff	16	24.2
5	8.6	Pay for clients	4	6.1
2	3.4	Placement assistance	4	6.1
2	3.4	Intrapersonal change	3	4.5
2	3.4	Orientation	1	1.5
4	6.9	Mechanical and elec. equip. activities	0	-
1	1.7	Clerical activities	0	-
3	5.2	Work adjustment	0	-
0	-	Psychological appraisal	5	7.6
0	-	Physical restoration activities	1	1.5
11	19.0	Miscellaneous	13	19.7
*(55)	-	No opinion expressed	*(44)	-
58	99.9	Total	66	100.0

*Not included in Total or %

Clients' Evaluation of Rehabilitation Experiences: Summary and Implications

Summary	Implications
Nine unstructured questions asked last during the interview inquired into the clients' reaction to the occupational program at Curative Workshop.	
Clients tended to select as the most important person, staff members with whom they had the most contact, with vocational training instructors most frequently chosen.	This is evidence that staff members are performing their leadership roles adequately.
When asked to chose from among 12 roles, the one which the most important person was occupying, clients chose friend 55% of the time, teacher 29.8%, boss 4.0% and policeman 0.8%.	With a few exceptions staff members are perceived by clients as occupying appropriate roles. They are approachable and not authoritarian.
Additional client choices were: mother 3.2% and father 1.6%.	This reflects a minimum of client overdependency on staff members.
Clients tended to select their immediate supervisor (73.7% of the time) as the most important person in any job held after leaving Curative.	This documents the crucial importance of selective placement under a suitable supervisor after leaving Curative Workshop.
They named a coworker 13.2% of the time.	This documents the desirability of training the clients in how to get along with fellow workers.
They named people not involved in the work 7.9% of the time.	This indicates that a follow-through counselor may play an important role without being involved directly in the work scene.
Clients reported on the most and least important activities and the best and worst experiences at Curative and responses were categorized empirically. There was marked disagreement among clients as to which activities were important. As an example, mechanical and electrical activities were rated most important by one-fifth of the clients and least important by another one-fifth.	What each client believes important should be found out <u>when he first comes to</u> Curative Workshop. It is a waste of time for him to participate in activities he considers unimportant.

Clients' Evaluation of Rehabilitation Experiences: Continued

Summary	Implications
Interpersonal relations headed the list of both good and bad experiences. The best experience for 28 clients (29.5%) was in interpersonal relations; the worst experience for 11 clients (22.9%) was also in interpersonal relations.	This is a crucial area which should be of constant concern to the staff. Every activity should be analyzed with respect to its interpersonal relations impact. Above all else, Curative Workshop should be a happy place.
The interpersonal relations theme again took top position in clients' concerns as reflected in their opinions as to what is lacking (29.3%) and what they would like to see changed (28.8%).	Warmth, empathy and a therapeutic milieu are the most important tools available to a staff to implement the rehabilitation process.
The clients' next most frequently voiced need was for more space, equipment and staff (19.0%) and (24.2%).	This adds justification from the clients' point of view for the decision of the Administration and the Board of Directors to complete a fund raising drive to expand the facility.

CHAPTER 11

CONCLUSIONS

The intent of this chapter is to describe broader trends than have been of concern in the summary and implications sections. The study has described and to a lesser extent measured and analyzed in a variety of dimensions the nature and impact of a relatively large vocational rehabilitation program carried on by a multidisciplinary rehabilitation facility. It has specified the kinds of clients served, the degree of client participation in the agency program, the clients' evaluation of the program and the outcomes from the program.

Client group attributes have been described, we believe, with a fair degree of precision. Some relationships between vocational rehabilitation program participation and employment outcome have been indicated and to a limited extent measured. As with most social science research, taking a step beyond this to assuming cause and effect moves from data to interpretation and caution must be observed.

The data seems to indicate that certain changes in on-going service programs might be made to advantage. These suggested changes should be analyzed and weighed by supervisors and their professional staffs in the light of their direct experiences with clients.

One of the approaches used in analyzing the data was to relate it to as many demographic aspects of the community as possible. This included collecting data on and analyzing the demography of the family structure and living arrangements, income, and distribution of the clients in the occupational structure. This composite group aggregate picture helps us to see the clients as a very normal group, not too different except for their impairments form a sample of the general population.

With respect to methodology we were pleased to have a cross check on our findings by being able to compare them with two previous studies in some instances. In future studies we would suggest pre-planning as many cross checks as possible.

After several followup studies we find that some variables such as educational level remain stable and could be omitted from future studies unless some special use is to be made of them. Other commonly collected data such as marital status also may be omitted unless this is to become the specific focus of a study. A more selective approach in collecting data will free more resources for indepth treatment of insufficently studied variables.

On the basis of the data gathered, it seems possible to collect highly selective data regularly by mail or telephone on single items for instance, job satisfaction. In a sense our data on job satisfaction became a pretesting device.

Continuing regular small sample followup studies on single variables might well become a standard administrative quality control device, once more comprehensive studies such as this have determined the significant variables to use.

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APPENDIX

Sampling and Interviewing Methodology

A random sample was drawn of those clients participating in some portion of the Agency Vocational Rehabilitation program between July 1, 1967 and December 31, 1968, a period of 18 months.

The sample consisted of 148 respondents (20.9%) drawn randomly using a table of random numbers from the target population of 708. To avoid excessive travel costs we contacted only those clients residing in Southeastern Wisconsin, a territory bounded roughly by Milwaukee on the East, Waupon to the North, Madison to the West and Kenosha to the South. Thirty-nine clients who resided outside of this area were dropped from the sample. We do not believe this dropped group to be different from the sample interviewed in any manner relevant to the purpose of the study. Of the remaining working sample, addresses were updated by the local Division of Vocational Rehabilitation Office and also by the Agency Placement Section.

Over a period of time, letters were sent to each of 538 potential respondents to net the final sample of 148. The letters read:

> "We want to talk with you to find out what you have done since you left the Curative Workshop. This will help us to help others.
>
> Please phone Curative Workshop at 342-2181 and ask for Number 12. Then ask for Mr. Fagan, so he can set a time to talk with you."

Four hundred and forty-four clients were reached by this letter. Ninety-four could not be contacted because they had moved and left no forwarding address.

It was not possible to schedule interviews with an additional 253 clients because they were found to have moved out of the area, were deceased, in military service or jail, were in or preparing to enter a hospital, could not be reached by telephone or in some cases where field visits were made to their last known addresses they had moved and there was no information on their whereabouts. In 32 cases appointments were made but not kept and of these, some clients broke several appointments.

The initial wave of contacts netted 16 non-cooperators, clients who did not wish to be interviewed. A second letter, signed by the Project Director, was sent to this group on May 8, 1970, approximately 4 months after the interviewing started, which read:

> "We wrote you before to find out what you have done since you left the Curative Workshop. Since then we have talked with 140 people.
>
> We are almost ready to finish our study. However, there were a few people including yourself who said they did not want to talk with us. We hope you will change your mind about this. It is important that we do talk with you, otherwise we won't get the true picture.
>
> Please phone me so I can set up a time for one of us to talk with you. Call me at 342-2181. Ask for Dr. Overs at Extension 10."

Of this group, 4 telephoned in. Two interviews were conducted over the telephone. Two clients again refused to be interviewed. Eight of the remaining non-cooperators were reached by telephone. Of these, 3 were interviewed, 5 refused. Four could not be contacted. Thus out of the initial 16 non-cooperators 5 (31.2%) were added to the interviewed group, netting a residue of 11 non-cooperators who could not be interviewed.

Hard-sell techniques which might have reduced the number of non-cooperators, and could be used with a "normal" population were avoided since approximately 43.2% of the target group were estimated as mentally ill or emotionally disturbed, and it was considered too great a risk to their adjustment to keep pushing them.

APPENDIX

The Interview Schedule

The interview schedule has been through many revisions during a period of six years. Many of the items have been used in two previous followup studies; one in Cleveland in 1964 and the second at the present agency in 1966. In revising it for the current study it was reviewed by occupational evaluators, work adjustment counselors and placement counselors both in group conferences and individually. A number of other staff members reviewed the schedule and made suggestions. It was pretested on two former clients by the project director and the interviews tape recorded. As a result of this substantial feedback, extensive changes were made in the schedule. Finally, prior to the start of the interviewing a three page rationale was written explaining why each item was included.

Interviewing

Of the 148 interviews, 116 were carried on by a full time interviewer, a college graduate with one year of law school. Prior to the start of the interviewing the interviewer reviewed the pertinent chapters in five standard texts on social research and wrote a two page summary as a training guide for himself and the other interviewers. Two hour interviewer training sessions were conducted by the project director with all of the interviewers. Interviewing was also discussed in a series of regular conferences held by the research staff concerning the design and execution of the project. Minutes of these conferences were distributed to all staff members.

The personnel completing interviews are indicated below:

	N	%
Full time interviewer	116	78.4
Project director	2	1.4
Junior League volunteers	6	4.0
Research clerks	23	15.5
Research secretaries	1	.7
Total	148	100.0

All interviewers were either college graduates or college students.

The length of the interviews is indicated below: (Minutes)

Range	from 8 to 90
Mean	36.020
Median	30.0

The place of the interviews is as follows:

	N	%
Research office	41	27.7
Client's home	105	70.9
By telephone	2	1.4
Total	148	100.0

Interview Travel Costs

The number of miles traveled to conduct interviews is shown below.

Number of interviews: 81 (24 field interviews, no mileage given)

Travel distance: (Miles)		Travel cost at 9¢/mile:
Range	from 3 to 49	from 27¢ to $4.41
Mean	12.148	$1.093
Median	10.0	$0.90

APPENDIX

Table A: Distribution of Impairments Among Clients at Intake

Code	N	%	Impairment
137	2	1.35	Blindness, one eye, other eye good, due to accident, poisoning, exposure or injury
141	1	.68	glaucoma
149	3	2.03	ill-defined and unspecified causes
208	1	.68	deafness, unable to talk, due to: accident, poisoning, exposure or injury
216	1	.68	deafness, able to talk, due to: congenital malformation
300	3	2.03	cerebral palsy, involving three or more limbs or entire body
303	1	.68	other diseases involving impairment of three or more limbs or entire body
310	2	1.35	arthritis and rheumatism involving three or more limbs or entire body
312	1	.68	intracranial hemorrhage, embolism, and thrombosis (stroke) involving three or more limbs or entire body
316	1	.68	multiple sclerosis involving three or more limbs or entire body
319	1	.68	accidents, injuries and poisonings involving impairment of three or more limbs or entire body
320	3	2.03	cerebral palsy involving impairment of one upper and one lower limb
332	5	3.30	intracranial hemorrhage, emoblism and thrombosis (stroke) involving one upper and one lower limb
339	1	.68	accidents, injuries or poisonings involving impairment of one upper and one lower limb
359	2	1.35	accidents, injuries or poisonings involving impairment of one or both upper limbs
363	1	.68	other diseases involving impairment of one or both lower limbs
370	1	.68	arthritis and rheumatism involving impairment of one or both lower limbs
375	1	.68	muscular dystrophy involving impairment of one or both lower limbs
376	1	.68	multiple sclerosis involving impairment of one or both lower limbs

Table A Continued

Code	N	%	Impairment
379	3	2.03	accidents, injuries or poisonings involving impairment of one or both lower limbs
390	5	3.37	arthritis and rheumatism involving impairment of trunk, back, spine, etc.
399	12	8.11	accidents, injuries, or poisonings involving impairment of back, spine, trunk, etc.
500	27	18.24	psychotic disorders
510	23	15.54	psychoneurotic disorders
520	2	1.35	alcoholism
522	12	8.11	other character, personality and behavior disorders
530	11	7.43	mental retardation, mild
532	3	2.03	mental retardation, moderate
610	1	.68	hay fever and asthma
629	1	.68	anemia and other diseases of the blood and blood forming organs
630	3	2.03	epilepsy
642	4	2.70	arteriosclerotic and degenerative heart disease
645	1	.68	other hypertensive diseases
650	2	1.35	tuberculosis of the respiratory system
663	1	.68	hernia
670	1	.68	conditions of genito-urinary system
689	1	.68	other speech impairments (except aphasia resulting from a stroke)
000	3	2.03	unknown
Total	148	100.00	

APPENDIX B

Summary of Follow-up Data

Project Director, Title City/Agency, RD # (see Bibliography for full reference)	Yr.	N	Follow-up time interval	% Employed initial	% Employed subsequent	% Decline	Type of employment competitive	Type of employment sheltered	% In school	% In other training	% Unemployed
Austin, Effectiveness of rehab. services, county hospital, LA Co. Hosp. 300	61	92	3 yrs.		25%						75%
Bernstein, Work experience center: retarded, St. Louis JEVS, 1525	66	53	1 yr.				22.6%		58.6%		18.9%
Ibid.	67	132			51.6%		36.4%	15.2%	17.4%		8.3%
Betz, Research-work adjustment, Minn. MSVR XX	66	91	7 yrs.				74.7%				22%
Board, Job placement-emot. handicppd., New York, Just One Break, undated		332	1 mo.		33%					26%	40%
Brooks, 5 yr. Follow-up: chronic hosp. pts., Burlington, VT, Univ. of VT,1062-P	67	94	5 yrs.		64%				1%		35%
Brown, Rehab. center, Edinburg, TX, 258	57	130	1-5 yrs.	50%			unpaid family workers - 16% status unknown - 19%				
Butler Hlth Center, Milieu rehab., Providence, 182	62		6 mo.								*

* Treated DVR - 15.6%
Inpatients 10.7%
Untreated DVR 53.3%

Summary of Follow-up Data Continued

Project Director, Title, City/Agency, RD # (see Bibliography for full reference)	Yr.	N	Follow-up time interval	% Employed initial	% Employed subsequent	% Decline	Type of employment competitive	Type of employment sheltered	% In School	% In other training	% Unemployed
Cohen, Work adjustmt-ment. ret., New York, Fed. of Handicapped, 1589-P	67	80	1 yr.	97.5%	78.8%	18.7%	81%	19%			2.5%
Cooper, Rehab. of Parkinsons' after surgery, NY, St. Barnabas Hosp., 599	60	490	1-3 yrs.	50%	37%	13%					67%
Davis, School rehab.-ret. adolescents, Minn.,U of Minn., 1810G	67	60	1-2 yrs.	70%	51.6%	18.3%	41.6%		10%-part-time work/ study		39%
Deno, Ret. youth: school rehab., Minn., 681	65	325	3 yrs.				39.1%	3.1%		3.1%	49.5%
Echols, Work adjustmt.-TB pts., Tallahassee, Fla., Fla. St. U.,	61	4689	1-5 yrs.	58.2%							41.7%
Fed. of Handicppd., Voc. program-emot. handicppd., New York, 375.	61	17	1 yr.				29.4%		23.5%		47.1%
Felton, Empl. of paraplegic, Los Anglles,U of CA, 244		129					65.1%				
Gellman, Empl. scale-handicappd., Chicago, JVS, 108	61	72	2-3 yrs.	36%							33%
Gellman, Work therapy res., Chicago, JVS, 641-61	63	18	1 yr.				38.9%				61.1%

Summary of Follow-up Data Continued

Project Director, Title, City/Agency, RD # (see Bibliography for full reference)	Yr.	N	Follow-up time interval	% Employed initial	% Employed subsequent	% Decline	Type of employment competitive	Type of employment sheltered	% In school	% In other training	% Unemployed
Goldbert, Rehab. of pts. after cardiac surgery, Arch of PM & R, May 1965	64	116	2 yrs.		83%						17% (32 pts. died)
Gwaltney, Work eval. & adjust. program, Kansas City, Rehab.Inst.	60	190	3 mo.				22.1%				45.3%
Ibid.	60	107		49.5%	19.6%	29.9%	16.8%	2.8%		10.3%	64.5%
Hamilton, Prognosis in paraplegia, Charlestonville U. of Va., 562	60	19			89.5%		21%				10.5%
Hazian, Voc. rehab. in schools,R.I., DVR, 1126	68	2262	5 yrs.	48.7%			48.7%				
House, Voc. rehab. in comm. hosp., Ann Arbor, St. Jos., 827-M-P	65	68	2 ½ yrs.	100%	42%	57.4%	42.6%			13.2%	29.4%
Ibid.	65	226	4 yrs.	36.7%			36.7%			24.8%	38.5%
Ind. Goodwill, Work adjustmt.-emot., 275	58	25					42%	52%			36%
Jarrell, Voc.rehab.-psych., Atlanta, DVR, 297	62	397			40%					11%	49%
JEVS, Work adjustmt.-emot., Phil., 355	62	339			62.8%		55.2%	7.6%		14.6%	19.4%

Summary of Follow-up Data Continued

Project Director, Title, City/Agency, RD # (see Bibliography for full reference)	Yr.	N	Follow-up time interval	% Employed initial	% Employed subsequent	% Decline	Type of employment competitive	Type of employment sheltered	% In school	% In other training	% Unemployed
JEVS, Work samples, Phil.	68	198	3 mo.				47.9%		25%	12.1%	37.4%
JOC, Counseling-workshop, N.Y. 1698-G	68	307	1 yr.	87.3%	66.8%	20.5%	66.8%				33.2%
Ibid.	68	216	1 yr.	73.6%	54.6%	19%	54.6%				46.4%
JVS, Employ. Adjustmnt. center-emot., Milw.,	60	132	3 mo.-4 yrs.		41.7%		41.7%			6.0%	22%
JVS, Workshop-post hosp. schizo. Essex Co. 334-59	63	38	18-24 mos.		47.3%		47%	52.6% (JVS)			43.7%
Ibid.	63	60		38%							62%
Komisar, Comm. Rehab. Center, Hartford, 328	58	68	1 ½ - 4 yrs.	44%							56%
Kottke, Rehab.-psych., Minn., U.of Minn., 405	60		1-2 yrs.		75%						25%
Krause, After rehab., Boston, New Eng. Rehab.Center	65	229	6 mo- 3 yrs.		41%		24.4%	16.6%		7.9%	51.1%
Lewis, Work-study-ment.ret. Essex, Bd.of Educ., 1743	67	66		56%				1%	25%		15%
Lipton, Employ.-ment.hosp. Worcester,Ment.Hlth.Assoc., 848	63	18	1-15 mo.		67%		100%				33%

Summary of Follow-up Data Continued

Project Director, Title, City/Agency, RD # (see Bibliography for full reference)	Yr.	N	Follow-up time interval	% Employed initial	% Employed subsequent	% Decline	Type of employment competitive	Type of employment sheltered	% In school	% In other training	% Unemployed
Mase, Sev. Handicapped, Gainesville,U.of Fla.,		243			95.9%		100%				4.1%
Ibid.		224			80.4%						19.6%
Mauchling, C.P.Work Class., Des Moines, Soc.for Crip. Child., 524	62	65	4 mo. - 3 yr.				32.3%	12.3%		13.8%	41.5%
McKinnon, Voc.rehab-ment. ret., Sacramento, Dept.of Rehab., 178	70	136	6 mo - 3 yr.	49%	37%	12%					63%
McPhee, Voc.Rehab.,Salt Lake City,Uof Utah, 178	63	58	6 yrs.		65%						34%
Ibid.	63	1205	3-10 yrs.		65%						32%
Memphis Goodwill, C.P.eval. 490	60	347		74.2%	58.5%	21%					28.7%
Mezoff, Pursuit of change, Bridgeport,CN, Friends of Ment.Ret., 1435-G	65	68					46%				54%
Mich.Dept.of Ment.Hlth., Voc.rehab.-deaf ret., Lansing, 8005	65	58	1 yr.	56.8%			21.2%	75.5%		3%	
Mikels, Conrad House, San Francisco, 837-D	68	616	3 yrs.				61%			6%	21.8%

Summary of Follow-up Data Continued

Project Director, Title, City/Agency, RD # (see Bibliography for full reference)	Yr.	N	Follow-up time interval	% Employed initial	% Employed subsequent	% Decline	Type of employment competitive	Type of employment sheltered	% In school	% In other training	% Unemployed
Moed, Employ. of C.P., Rehab. Lit., Sept., 1963	62	133			65.4%						34.6%
NYUMed Center., Pre-voc.-gen'l hosp. 234	60	125					23.2%			30.4%	28%
Occ.Center, Essex Co., Voc.-ment. ret., 1189	66	127	6 mo.-2 yrs.				58%		32%	20%	
Oseas, Workshop-emot.& ment.diff., Cinn.:JVS,306	59	58	3 mo.-1 yr.			39.7%	25.9%	13.8%		3.4%	56.9%
Ibid.	63	137	1 yr.			43%	25.5%	17.5%		5.1%	48.9%
Pryer, Voc.rehab.-alcoholics, Pineville, LA,Cent.LA State Hosp.	70	137	20 mo.	78%		31%					53%
Reed, 53 handicppd.college grads.,Rehab.Couns.Vull., Dec., 66	66	53	6 mo. - 4 yrs.		98%		100%				2%
Rogers, Voc.rehab.-ment. ret., Charleston, DVR,537	62	171	1 - 2 yrs.	34.5%	39%	4.5%	41%	5% unpaid			61%
Rosenberg, C.P. Work Class NY: Inst.for Crip. 16		168		31%					36%		33%
Ibid.	60	126	9 mo.				36.4%	15.2%	17.4%		8.3%
Singer,Voc.rehab.-ment. ret., Boston: Mass.Rehab. Comm. 1628-P	68	38	1 yr.		84.2%						13.2%

Summary of Follow-up Data Continued

Project Director, Title, City/Agency, RD # (see Bibliography for full reference)	Yr.	N	Follow-up time interval	% Employed initial	% Employed subsequent	% Decline	Type of employment competitive	Type of employment sheltered	% In school	% In training	% Unemployed
Soloff, Voc. Adjustmnt., Chicago, JVS, 391	59	197	1 yr.	67.5%	37.6%	19.9%	35%	26%			51.3%
Stearns, Rehab.-for-work center, Boston, 610	64	155	6 mo.	94%	40.6%	53.4%	24.5%	16.1%		8.9%	50.5%
Tacoma Goodwill, Eval.-emot. dist., 1254	66	58					34.5%	8.6%			41.4%
Taylor, Voc.rehab.-ment. ret., Portland, 1681-P	68	616	3 yrs.				61%			6%	21.8%
Tinsley, Minn. DVR,MSVR XXVI, U.of Minn.	69	5000	5 yrs.	27%	81%	53% Inc.	91%	9%			19%
Ibid.	69	3320	5 yrs.	26%	68%	42% Inc.					19%
Tremayne, Work adjustmt. emot.,El Paso, Goodwill, 675	64	75			53%					5%	35%
USNY,Voc. rehab.-student Albany, 829	68	45	5 yrs.	75.6%	33.3%	42.3%	33.3%		8.9%		57.8%
Ibid.	68	45	5 yrs.	47.8%	13%	34.8%	13%		15.2%		71.7%
Weigers, Work exp.-ment. ret.,Portland, Goodwill, 1435-G	67	67			58.2%		44.8%	13.4%		4.5%	37.3%
Weimer,Ment.ret.-San Antonio, Council for Ret. Child., 489	58	250	1 - 5 yrs.	76%	53%						24%

Summary of Follow-up Data Continued

Project Director, Title, City/Agency, RD # (See Bibliography for full reference)	Yr.	N	Follow-up time interval	% Employed initial	% Employed subsequent	% Decline	Type of employment competitive	Type of employment sheltered	% In school	% In training	% Unemployed
Wood, Placemnt-voc.rehab. Waco, Baylor U., 746-61-G	70	31	1 yr.		71%		29%	42%			23%
Yue, Eval.-C.P., Arch.of PM & R, Apr., 1960	60	157	5 yrs.		29%						71%
Ziegler, 1330 Survey,Portland, Oregon Bur.of Labor,	63	77	1 yr.	18%	72%	54%					28%
Not on Bibliography:											
DMH 64-10-21, Psy.Voc.Res. Serv., Oakland, CA	65	80	3 mo.				76%				
Pre-Voc.Eval.Unit, Tampa Gen'l. Hosp., Fla.	59	83	4 mo.				22%			31%	17%

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APPENDIX

Table C: Positions held by Clients Since Rehabilitation Program at Curative Workshop *

D.O.T. Code	D.O.T. Title	N	Total N	%
Professional, Technical and Managerial Occupations			10	5.6
007.281	Draftsman	1		
029.181	Lab Technician	1		
079.368	Occupational Therapist's Assistant	1		
091.228	Substitute Teacher	1		
099.228	Teacher's Aid	1		
143.062	Photographer's Assistant	1		
165.068	Field Installation Supervisor	1		
187.118	Assistant Business Manager	1		
189.168	Management Trainee (restaurant)	2		
Clerical and Sales Occupations			51	28.5
202.388	Stenographer	2		
206.388	File Clerk	5		
206.388	Secretary	1		
207.782	Multilith Operator	2		
209.388	Clerk-Typist	7		
209.588	Mail Clerk	1		
211.468	Cashier	2		
213.582	Key Punch Operator	3		
216.488	Comptometer Operator	1		
219.388	Book-Keeper	2		
219.388	Time Keeper	1		
219.388	Tax Consultant	1		
222.138	Shipping Clerk	1		
222.387	Shipping and Receiving	1		
222.587	Shipping Clerk	1		
223.138	Chief Clerk	1		
223.387	Stock Clerk	2		
223.387	Tool Crib Tender	1		
223.687	Sorter	1		
230.878	Copy Boy	1		
231.588	Mail Clerk	1		
233.388	Mailman	1		
235.862	Switchboard Operator	1		
237.368	Receptionist-Switchboard	2		
242.368	Desk Clerk	1		
249.368	Clerk (Order Processing)	1		
249.368	Library Clerk	2		
278.358	Sales Clerk	1		
292.358	Milk Delivery	1		
293.358	Phone Solicitor	1		
293.358	Phone Receptionist and Solicitor	1		
297.868	Model	1		
Service Occupations			47	26.3
306.878	Domestic	1		
307.878	Baby Sitter	2		

* Includes jobs currently held plus jobs held at some time since rehabilitation program.

Table C Continued

D.O.T. Code	D.O.T. Title	N	Total N	%
311.878	Restaurant Waitress	1		
311.878	Cocktail Waitress	2		
311.878	Bus Boy	2		
312.878	Bartender	2		
313.381	Kitchen Work	1		
314.381	Cook and Waitress	1		
318.857	Kitchen Work	1		
318.887	Dishwasher	5		
323.887	Maid	2		
324.878	Bellhop	1		
341.368	Custodian-Laborer	1		
355.878	Nurse's Aid	6		
361.886	Clothes Washer	1		
369.887	Laundry Aid	1		
372.868	Security Guard	2		
381.887	Housekeeper (Hotel)	1		
381.887	Maintenance	2		
382.884	Janitor	12		
Farming, Fishery, Forestry and Related Occupations			2	1.1
406.884	Forestry Maintenance	1		
407.887	Park Worker	1		
Processing Occupations			5	2.8
518.381	Core Maker	1		
519.887	Casting (Foundry)	3		
526.886	General Factory Work	1		
Machine Trades Occupations			13	7.3
600.280	Machinist	3		
604.885	Lathe Operator	1		
615.782	Punch Press Operator	1		
617.885	Insulator	1		
620.381	Service Station Attendent	1		
620.381	Auto Mechanic	1		
649.782	Paper Cutter	1		
651.782	Helper and Pressman	1		
659.130	Foreman-Supervisor	1		
669.885	Nailer	1		
692.886	Formica Installer	1		
Bench Work Occupations			10	5.6
701.381	Tool Grinder	1		
705.884	Polisher	1		
711.884	Cutting and Polishing Contact Lenses	1		
720.281	TV Repairman	1		
727.884	Battery Paster	1		
729.884	Bench Mechanic (Meter Calibrator)	1		
729.884	Assembler	1		
739.887	Sub-Assembler (Locks)	1		
788.884	Factory Work	1		
794.887	General Laborer (Cuts excess cardboard from boxes)	1		

Table C Continued

D.O.T. Code	D.O.T. Title	N	Total N	%
Structural Work Occupations			18	10.1
805.281	Journeyman Boiler Maker	2		
806.884	Installer of Car Radios and Maintenance	1		
807.381	Auto-Body Repairman	1		
807.884	Muffler Installer	1		
809.884	Chipper (Castings)	1		
810.884	Welder	6		
852.887	Laborer-Public Works	1		
864.781	Floor Layer	1		
869.381	Maintenance Man (House Remodeling)	1		
891.138	Rodent Proofer	1		
899.381	Maintenance Man	1		
899.381	Handy Man	1		
Miscellaneous Occupations			23	12.8
906.883	Truck Driver	3		
909.887	Mover	1		
913.463	Bus Driver	1		
919.168	Dispatcher	1		
919.887	Car Washer	1		
920.885	Repacks Emery Wheels	1		
920.887	Packer	2		
921.883	Crane Operator	1		
922.883	Forklift Operator	2		
922.887	Stockboy	3		
929.885	Bailing Machine Operator	1		
929.887	Muffler Maker	1		
929.887	Side Loader	1		
929.887	Shipping and Receiving	1		
929.887	Pig Iron Stacker	1		
955.887	Snow Shoveler	1		
979.884	Silk Screener	1		
	Total	179	179	100.1

APPENDIX

Table D: Rate of Distribution of Clients Among Occupational Groups in Milwaukee

Occupations in Milwaukee SMSA	*Estimated Employment Distribution Jan. 1, 1968	Clients		
		Number of Post-Rehab. Jobs	Rate per 1,000	Number of Pre-Rehab. Jobs
Total Employment	597,131	112	.19	
Professional Technical & Kindred	74,409	4	.05	
Draftsmen	3,795	1	.26	2
Teachers, Secondary	4,358			1
Other Prof., Tech., & Kindred	27,631	3	.11	
Personnel & Labor Relations Wkrs.	1,104	1	.09	1
Photographers	483			1
Prof., Tech. Workers, NEC	11,112	2	.18	6
Managers, Officials & Proprietors	43,354	1	.02	
Managers, Officials, Prop., NEC	40,787	1	.02	10
Clerical & Kindred	103,802	20	.19	
Stenos., Typists, & Secretaries	23,254	7	.30	26
Office Machine Operators	6,537	3	.46	9
Other Clerical & Kindred	74,011	10	.14	
Accounting Clerks	3,290			2
Cashiers	6,123	1	.16	3
Mail Carriers	2,399			2
Postal Clerks	1,896			2
Shipping & Receiving Clerks	3,358	2	.06	6
Clerical & Kindred Wkrs., NEC	48,386	6	.12	40
Other Sales Workers, NEC	41,600			18
Craftsmen, Foreman & Kindred	93,359	10	.11	
Carpenters	4,748			2
Brickmasons, Stone, Tile Setters	2,040			1
Electricians	3,322			3
Painters & Paper Hangers	2,706			5
Roofers & Slaters	490			1
Foremen, NEC	14,928	1	.07	5

*Wisconsin State Employment Service, Past, Present & Future Employment by Industry and Occupation, prepared by The Manpower Information Division of the Milwaukee Adult Office, Table 2: Estimate of Employment by Occupation, 1960-75.

Table D Continued

Occupations in Milwaukee SMSA	Estimated Employment Distribution Jan., 1, 1968	Clients: Number of Post-Rehab. Jobs	Clients: Rate per 1,000	Clients: Number of Pre-Rehab. Jobs
Metalworking Craftsmen except Mach.	17,808	3	.19	
Skilled Machining Workers	7,401	2	.27	17
Boilermakers	125			5
Heat Treaters, Annealers, Temperers	655			1
Millwrights	724			1
Molders, Metal (except coremakers)	1,174	1	.85	
Sheet Metal Workers	1,735			2
Toolmakers, Diemakers, Setters	3,087			3
Motor Vehicle Mechanics	5,427			6
Radio & TV Mechanics	942			1
Other Mechanics & Repairmen	15,976			13
Printing Trades Craftsmen	3,757	1	.27	
Pressmen & Plate Printers	1,112			3
Other Craftsmen & Kindred Workers	12,365	5	.40	
Cranemen, Derrickmen, Hoistmen	2,438	1	.41	1
Glaziers	194			4
Opticians & Lens Grinders	166			1
Craftsmen & Kindred, NEC	2,639	4	1.52	2
Operatives & Kindred Workers	124,245	12	.10	
Selected Transp.&Utility Operators	20,740	1	.05	
Drivers, Bus, Truck, & Tractor	14,560	1	.07	31
Deliverymen, Routemen, Cab Drivers	4,815			4
Semi-Skilled Metal Wkg. Occup.	39,270	5	.13	
Assemblers, Metal Wkg. Class B	9,713	1	.10	8
Machine Tool Operators, Class B	11,822			20
Inspectors, Metalworking, Class B	3,981			2
Welders & Flame Cutters	8,208	3	.36	15
Semi-skilled Textile Occupations	3,006	1	.33	
Sewers & Stitchers Mgf.	2,537			9
Other Operatives & Kindred Wkrs.	61,229	5	.08	4
Attendants, Automobile Parking	2,912			1
Laundry & Dry Cleaner Workers	3,239	1	.31	6
Meat Cutters, except Meat Packing	1,581			3
Other Operatives, NEC	53,359	4	.07	18
Service Workers	60,053	19	.32	
Private Household Workers	8,710	2	.23	15
Protective Service Workers	6,717			1
Guard, Watchmen	2,142	1	.47	3

Table D Continued

Occupations in Milwaukee SMSA	Estimated Employment Distribution Jan., 1, 1968	Clients: Number of Post-Rehab. Jobs	Clients: Rate per 1,000	Clients: Number of Pre-Rehab. Jobs
Waiters, Cooks & Bartenders	16,525	3	.18	
Bartenders	3,310	2	.60	
Cooks, except Private Household	4,193	1	.24	4
Waiters & Waitresses	7,722			18
Other Service Workers	28,101	13	.46	
Attendants, Hospital & Other Inst.	5,714	1	.12	15
Charwomen & Cleaners	3,761	5	1.33	18
Janitors & Sextons	3,609	4	1.11	27
Other Service Workers, NEC	13,226	4	.30	27
Laborers, except Farm & Mine	46,050	9	.20	73
Farmers & Farm Workers	5,400			8

For the following four occupations the frequency with which clients are to be found in the occupation is given in per cent rather than rate per thousand, because the number of total workers employed in these occupations is so small that a rate per thousand figure is misleading.

			%	
Telephone Operators	209	1	.478	4
Electrotypers & Sterotypers	75	1	1.333	
Furnacemen, Smeltmen, Pourers	555	1	.18	
Asbestos & Insulation Workers	248	1	.403	1

APPENDIX

Table E: Chi Square Level of Statistical Relationships among Job Satisfaction Responses

	X^2	level of significance*	
Like immediate supervisor?	5.077	.05	Like your fellow employees?
Like immediate supervisor?	23.823	.01	Like the company you worked for?
Like immediate supervisor?	2.326		Is your job important?
Like immediate supervisor?	1.239		Kind of job you wanted?
Like immediate supervisor?	3.389		Feel you'd be able to advance?
Like immediate supervisor?	6.859	.01	Satisfied with pay received?
Like immediate supervisor?	22.468	.01	Family satisfied for you to work here?
Like immediate supervisor?	2.443		Leave job for less money on another?
Like fellow workers?	3.476		Like the company you worked for?
Like fellow workers?	7.830	.01	Is your job important?
Like fellow workers?	0.184		Kind of job you wanted?
Like fellow workers?	2.393		Feel you'd be able to advance?
Like fellow workers?	0.828		Satisfied with pay received?
Like fellow workers?	11.297	.01	Family satisfied for you to work here?
Like fellow workers?	1.018		Leave job for less money on another?
Like the company you worked for?	13.892	.01	Is your job important?
Like the company you worked for?	10.030	.01	Kind of job you wanted?
Like the company you worked for?	1.922		Feel you'd be able to advance?
Like the company you worked for?	7.571	.01	Satisfied with pay received?
Like the company you worked for?	10.122	.01	Family satisfied for you to work here?
Like the company you worked for?	6.491	.05	Leave job for less money on another?
Is your job important?	7.835	.01	Kind of job you wanted?
Is your job jmportant?	4.507	.05	Feel you'd be able to advance?
Is your job important?	8.575	.01	Satisfied with the pay received?
Is your job important?	6.118	.05	Family satisfied for you to work here?
Is your job important?	0.770		Leave job for less money on another?

* Levels at less than .05 are not reported.

Chi Square Level of Statistical Relationships among Job Satisfaction Responses Continued

Kind of job you wanted?	7.543	.01	Feel you'd be able to advance?
Kind of job you wanted?	12.051	.01	Satisfied with pay received?
Kind of job you wanted?	9.065	.01	Family satisfied for you to work here?
Kind of job you wanted?	5.004	.05	Leave job for less money on another?
Feel you'd be able to advance?	4.284	.05	Satisfied with pay received?
Feel you'd be able to advance?	14.983	.01	Family satisfied for you to work here?
Feel you'd be able to advance?	3.631		Leave job for less money on another?
Satisfied with pay received?	19.920	.01	Family satisfied for you to work here?
Satisfied with pay received?	0.004		Leave job for less money on another?
Family satisfied for you to work here?	0.397		Leave job for less money on another?
Like immediate supervisor?	8.855	.05	More satisfied with job than fellows?
Like fellow workers?	19.917	01	More satisfied with job than fellows?
Like company you worked for?	11.182	.01	More satisfied with job than fellows?
Is your job important?	11.597	.01	More satisfied with job than fellows?
Kind of job you wanted?	19.286	.01	More satisfied with job than fellows?
Satisfied with pay received?	9.172	.05	More satisfied with job than fellows?
Family satisfied for you to work here?	11.783	.01	More satisfied with job than fellows?
Leave job for less money on another?	3.974		More satisfied with job than fellows?

APPENDIX

Table F: Client Participation in Avocational Activities

AAI 2 digit code	AAI Title **	Client Occupational Status: Currently Employed N	Currently Employed %*	Employed post rehab but not now N	Employed post rehab but not now %*	No post rehab employment N	No post rehab employment %*	Total N	Total %*
01	Paper & pencil games					1	2.8	1	.7
05	Table games-adults					1	2.8	1	.7
06	Card games	1	1.4	2	5.1	2	5.6	5	3.4
08	Board games-difficult			1	2.6			2	1.4
10	Pro. sports-observation	8	11.0	4	10.3			12	8.1
11	Indiv. non-comp. sports	7	9.6	8	20.5	2	5.6	17	11.5
12	Indiv. comp. sports	4	5.5	2	5.1	4	11.1	10	6.8
13	Dual sports			6	15.4	2	5.6	8	5.4
14	Combative sports					1	2.8	1	.7
15	Team sports	11	15.1	4	10.3	3	8.3	18	12.1
16	Racing sports	1	1.4	3	7.7			4	2.7
20	Enjoy scenery, wildlife	1	1.4					1	.7
21	Observe,discover,explore	3	4.1	1	2.6	1	2.8	5	3.4
24	Fishing, trapping	11	15.1	2	5.1	3	8.3	16	10.8
25	Hunting, trapping	5	6.8			2	5.6	7	4.7
26	Raising plants	3	4.1					3	2.0
27	Animal care,training	1	1.4	2	5.1			3	2.0
28	Animal raising,breeding	1	1.4					1	.7
32	Stamp collections	2	2.7	1	2.6			3	2.0
34	Model collections	1	1.4	1	2.6			2	1.4
38	Antique collections					1	2.8	1	.7
39	Collections, NEC	1	1.4					1	.7

* Percentages may be over 100.0% due to multiple participation in specific categories which are listed under the same general heading.

** Avocational Activities Inventory. Weerts, Healy and Overs. Milwaukee Media No. 5, June, 1968.

Table F Continued

Client Occupational Status

AAI 2 digit code	AAI Title	Currently Employed		Employed post rehab but not now		No post rehab employment		Total	
		N	%	N	%	N	%	N	%
41	Cooking, food crafts	3	4.1	2	5.1			5	3.4
42	Decorating activities			1	2.6			1	.7
43	Interlacing crafts	11	15.1	4	10.3	2	5.6	17	11.5
44	Toy, model making			2	5.1			2	1.4
45	Handyman activities	7	9.6	3	7.7	1	2.8	11	7.4
46	Leather, textile goods	1	1.4	3	7.7	4	11.1	8	5.4
47	Woodworking	3	4.1			3	8.3	6	4.1
49	Craft Activities, NEC	3	4.1					3	2.0
50	Photography					2	5.6	2	1.4
52	Painting activities	3	4.1	2	5.1	1	2.8	6	4.1
53	Sculpture, carving activities	1	1.4					1	.7
54	Drama activities	1	1.4					1	.7
55	Dance activities	6	8.2	3	7.7			9	6.1
56	Music-vocal activities					1	2.8	1	.7
57	Music-instrument activities	5	6.8	3	7.7			8	5.4
58	Writing activities			3	7.7	1	2.8	4	2.7
59	Art, Music activities, NEC	1	1.4			1	2.8	2	1.4
60	Radio listening	37	50.7	27	69.2	13	36.1	77	52.0
61	TV watching	65	89.0	36	92.3	29	80.6	130	87.8
62	Movie-theatre going	5	6.8	1	2.6			6	4.1
63	Reading-literature appreciation	96	131.5	54	138.5	41	113.9	191	129.1
64	Music appreciation	27	37.0	12	30.8	5	13.9	44	29.7
65	Art appreciation	3	4.1					3	2.0
66	Traveling	1	1.4	1	2.6	1	2.8	3	2.0
67	Religious activities					1	2.8	1	.7
68	Self-development	2	2.8			3	8.3	5	3.4

Table F Continued

AAI 2 digit code	AAI Title	Client Occupational Status: Currently Employed N	Currently Employed %	Employed post rehab but not now N	Employed post rehab but not now %	No post rehab employment N	No post rehab employment %	Total N	Total %
71	Pro.,technical, mgt.activities			1	2.6			1	.7
73	Service activities	1	1.4	3	7.7	1	2.8	5	3.4
80	Athletic-sport organizations	4	5.5	1	2.6			5	3.4
81	Hobby organizations	3	4.1					3	2.0
82	Political organizations	1	1.4					1	.7
83	Religious organizations	42	57.5	26	66.7	11	30.6	79	53.4
84	Cultural organizations	2	2.7					2	1.4
85	Social organizations	10	13.7	3	7.7	3	8.3	16	10.8
86	Ethnic organizations	1	1.4					1	.7
87	Fraternal organizations	8	11.0	2	5.1	1	2.8	11	7.4
88	Service organizations	3	4.1					3	2.0
89	Organizations, NEC	7	9.6	1	2.6	4	11.1	12	8.1

Table G

CURATIVE WORKSHOP OF MILWAUKEE
Client Data Summary Sheet

(Subj. #) _____ (Agency case #) _____

Research Dept.
Form 16-R FIP
12-1-69

(tallied by) _____ (date) _____

Name _____

Diagnosis _____

_____

Circle source(s):

general medical exam. psychiatric eval. psychological eval.

Time enrolled in Curative Rehab. Programs

	OEL	WA	Voc. Tng.	Milw. Rehab.	other
end (date)					
start (date)					
duration (in days)					

PROGRAM STATUS Name of Voc. Tng. Course					
completed					
left for good reason					
dropped out unsatis.					

ATTENDANCE RECORD	OEL	WA	Voc. tng.	Milw. Rehab.
Attendance				
Punctuality				

Table H

The Curative Workshop of Milwaukee
Followup Interview Schedule

(Subj. #) _____ (Agency case #) _____

Research Dept.
Form. 16-FIP
12-16-69

Travel Mileage:
(Speedometer reading) finish _____
start _____
elapsed mileage _____

Interview time in minutes:
end _____
start _____
duration _____

(interviewer) _____ (coder) _____ (checker) _____

(date) _____ (date) _____ (date) _____

WE HAVE ASKED TO SEE YOU TO FIND OUT WHAT HAS HAPPENED SINCE YOU WERE AT THE CURATIVE WORKSHOP AND HOW YOU HAVE BEEN GETTING ALONG. WITH THIS INFORMATION WE CAN BE OF MORE HELP TO PEOPLE WHO COME HERE IN THE FUTURE.

Client	Informant
1. Name _____	4. _____
2. Address _____	5. _____
_____ (zip code)	_____
3. Telephone _____	6. _____

7. Relationship to client _____

8. Year of birth _____

9. Male

10. Female

11. Highest school grade completed _____

Marital Status

12. Single
13. Married
14. Separated
15. Div., Annul., or Wid.

R

16. W
17. N
18. O

19. Has Wisconsin Driver's License _____

20. Knows how and is able to drive a car _____

21. Owns or has use of car which is in operating condition _____

If currently in school:

22. Name of school _____

23. Course _____

24. Full time _____ 25. Part time _____

Employment Record I: (Complete one of these sheets for each job held since at Curative Workshop)

Subj. # _____ Employment position # _____
(Number employment positions from present backwards with present or last job as #1)

26. DOT code _____ 27. Position title _____

28. Position duties (unless clear from title) _____

_____

29. Employer (firm name) _____

30. Industry _____

31. Census Classification _____

	Month	Year
Ended job	32. _____	33. _____
Started job	34. _____	35. _____
Duration	36. _____	

Wages: (straight time)

37. hour $_____
38. day $_____
39. week $_____
40. month $_____

Type of Wage Payment:

41. salary
42. salary & commission
43. straight commission
44. straight time wage
45. pice work
46. group piece work
47. other _____ (describe)

Hours

48. full time
49. part time
50. intermittent
51. temporary
52. 2nd shift
53. 3rd shift
54. swing shift
55. overtime

Reason for Leaving

56. quit
57. fired
58. layed off
59. medical discharge
60. other _____ (describe)

WE WANT TO ASK YOU SOME QUESTIONS ABOUT HOW YOU LIKE (LIKED) YOUR JOB (JOBS).

	Like	Dislike	N.A.
DO (DID) YOU LIKE YOUR IMMEDIATE SUPERVISOR?	61.	62.	63.
DO (DID) YOU LIKE YOUR FELLOW WORKERS?	64.	65.	66.
DO (DID) YOU LIKE THE COMPANY YOU WORKED FOR?	67.	68.	69.
	Yes	**No**	**N.A.**
IS (WAS) YOUR JOB IMPORTANT?	70.	71.	72.
IS (WAS) THIS THE KIND OF JOB YOU WANT(ED)?	73.	74.	75.
DO (DID) YOU FEEL YOU WOULD BE ABLE TO ADVANCE IN YOUR JOB?	76.	77.	78.
ARE (WERE) YOU SATISFIED WITH THE PAY YOU RECEIVE(D)?	79.	80.	81.
IS (WAS) YOUR FAMILY SATISFIED FOR YOU TO (HAVE) WORK(ED) AT THIS JOB?	82.	83.	84.
WOULD YOU (WOULD YOU HAVE) (DID YOU) LEAVE THIS JOB FOR LESS MONEY ON ANOTHER JOB?	85.	86.	87.

IN COMPARISON TO YOUR FELLOW EMPLOYEES, HOW SATISFIED ARE (WERE) YOU WITH YOUR JOB?

88. More satisfied than fellow employees.
89. Equally satisfied as fellow employees.
90. Less satisfied than fellow employees.

EMPLOYMENT RECORD II: (Form 16-FIP)

Item 100

Subj. # _____

List all positions held prior to rehabilitation program at Curative Workshop starting with most recent.

1. Position title	2. D.O.T. Code	3. year worked	4. duration years	4. duration months	5. industry	6. census classification

Employment Record III:
(Form 16-FIP)

Subj. # _____

101. This page used for employment position # _____ Job title: _____

102. This page used for tallying pre-rehab. job hunting activity

103. This page used for tallying post-rehab. job hunting activity

How job secured (total) (Record number of times in the course of securing a position each action was taken)	in person	by telephone	by letter	sent resume	TOTAL
Applying to employer without prior knowledge that a job was available (cold canvass)	104	105	106	107	108
Applying to company with prior knowledge that a job was available. Found out that job was available through:					
newspaper ad	109	110	111	112	113
radio advertising	114	115	116	117	118
signs, or bulletin board placards about job either inside or outside building	119	120	121	122	123
information from friends, relatives or acquaintances	124	125	126	127	128
information from public sources--like in a bar, barber shop, restaurant	129	130	131	132	133
Wisconsin State Employment Service	134	135	136	137	138
Wis. Div. of Vocational Rehabilitation	139	140	141	142	143
Curative Workshop of Milwaukee	144	145	146	147	148
private employment service (non-profit)	149	150	151	152	153
private employment service (profit)	154	155	156	157	158
union or professional organization	159	160	161	162	163
a social or welfare agency, n.e.c.	164	165	166	167	168
other (describe)	169	170	171	172	173
TOTAL	174	175	176	177	178

179. Was asked by employer about disability

180. Informed employer of disability

181. Did not inform employer of disability

182. Pre-employment medical screening (other than DVR or Curative Wkshp)

183. Avocational Activities Experience

code	abbreviated title	code	(8) Organizations	(9) Social Relationships Code
___	_____	___	_____	_____
___	_____	___	_____	_____
___	_____	___	_____	_____
___	_____	___	_____	_____
___	_____	___	_____	_____
___	_____	___	_____	_____
___	_____	___	_____	_____
___	_____	___	_____	_____
___	_____	___	_____	_____
___	_____	___	_____	_____
___	_____	___	_____	_____
___	_____	___	_____	_____
___	_____	___	_____	_____

Highest education level — Years of education

184. WHAT WAS THE HIGHEST LEVEL OF SCHOOLING OR TRAINING YOUR FATHER COMPLETED? _____

185. WHAT WAS THE HIGHEST LEVEL OF SCHOOLING OR TRAINING YOUR MOTHER COMPLETED? _____

186. WHAT IS (WAS) YOUR FATHER'S MAJOR OCCUPATION?

_____

187. D.O.T. Code _____

WHO IS THE HEAD OF YOUR HOUSEHOLD: 188. Self 189. Husband 190. Father
191. Mother 192. Other (specify) _____

193. School years completed by head of household _____

194. Major occupation of head of household _____

195. D.O.T. Code _____

Subj. # _____

If more than one, state how many.

	lives in same house, apartment or trailer with	financial dependence	
		supports	is dependent on
alone	196	xxx	xxx
husband	197	198	199
wife	200	201	202
children	203	xxx	xxx
father	204	205	206
mother	207	208	209
brother(s)	210	211	212
sister(s)	213	214	215
grandfather	216	217	218
grandmother	219	220	221
uncle	222	223	224
aunt	225	226	227
cousin	228	229	230
friend(s)	231	232	233
employer	234	xxx	xxx
other adult (s)	235	236	237

lives in	permanent	temporary	don't know
hospital	238	239	240
halfway house	241	242	243
other institution	244	245	246
boarding house	247	248	249
rooming house	250	251	252

	Relationship					living in same house or apart.	supported by client	client dependent upon
no. of children	own (biological)	step	adopted	other	grandchild			
(1)	253	254	255	256	257	258	259	260
(2)	261	262	263	264	265	266	267	268
(3)	269	270	271	272	273	274	275	276
(4)	277	278	279	280	281	282	283	284
(5)	285	286	287	288	289	290	291	292
(6)	293	294	295	296	297	298	299	300
(7)	301	302	303	304	305	306	307	308
(8)	309	310	311	312	313	314	315	316
(9)	317	318	319	320	321	322	323	324
(10) or more	325	326	327	328	329	330	331	332

Source of support	$ per week	$ per month	amount of support: total	amount of support: partial	duration: temp.	duration: permanent
Own job income	333	334	335	336	337	338
Family	339	340	341	342	343	344
Social Security, Old Age and Survivor's Insurance	345	346	347	348	349	349a
Social Security Disability Payments	349b	349c	349d	349e	349f	349g
Workman's Compensation payments or lump sum	349h	349i	349j	350	351	352
Unemployment Insurance	353	354	355	356	357	358
Company pension	359	360	361	362	363	364
Union accident or sickness payments	365	366	367	368	369	370
Other private insurance	371	372	373	374	375	376
Relatives or friends	377	378	379	380	381	382
Public Welfare (general relief)	383	384	385	386	387	388
Public Welfare ADC	389	390	391	392	393	394
Public Welfare OAA (Old Age Assistance)	395	396	397	398	399	400
Public Welfare (other)	401	402	403	404	405	406
Other	407	408	409	410	411	412

413. The most important person to me at Curative Workshop was _____

He/she was most like a:	sister	priest or minister	father	uncle	friend	aunt	policeman	teacher	brother	boss	mother	other
at Curative Workshop	414	415	416	417	418	419	420	421	422	423	424	425
on the job	426	427	428	429	430	431	432	433	434	435	436	437

438. The most important person to me in any job I have held since leaving Curative Workshop is (was):

_____

_____

Curative Workshop Activities and Experiences

439. Most important activity:

_____

440. Least important activity:

_____

441. Best experience:

_____

442. Worst experience:

_____

443. What was lacking?

_____

444. What would you most like to see changed?

_____

_____